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Industry and Commerce



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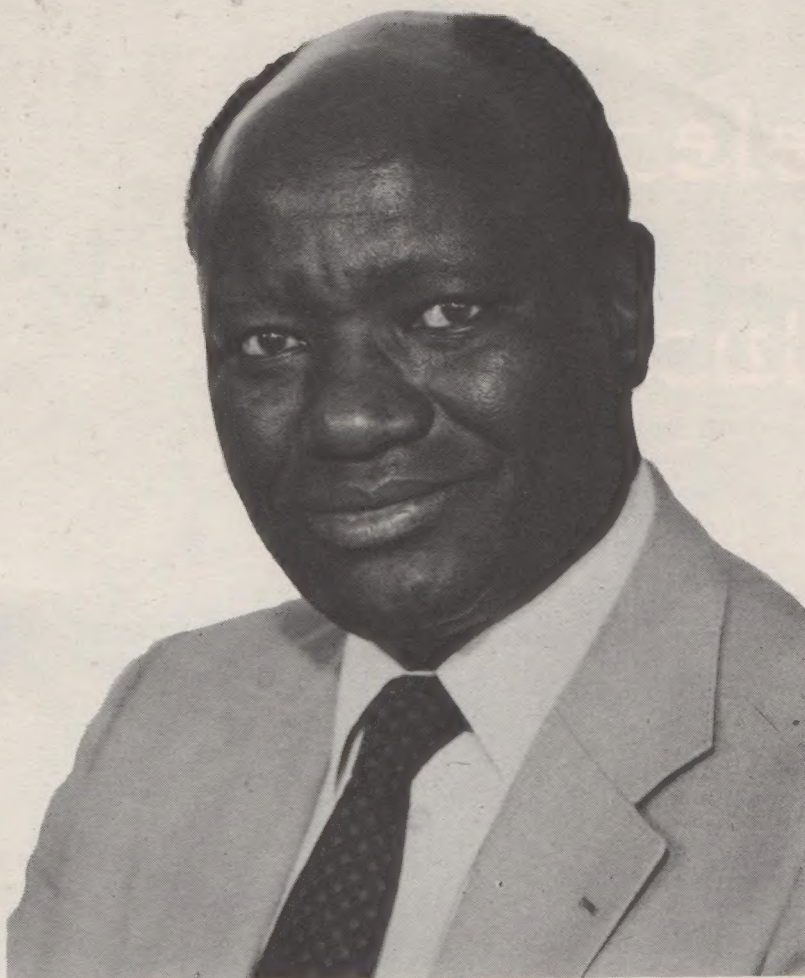
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At the time of writing this foreword, a little over fifteen months have passed since Zimbabwe achieved its Independence. During that period, despite constraints imposed by a scarcity of foreign exchange as the economy expands and import requirements correspondingly grow, the trend of the economy has been continuously upward.

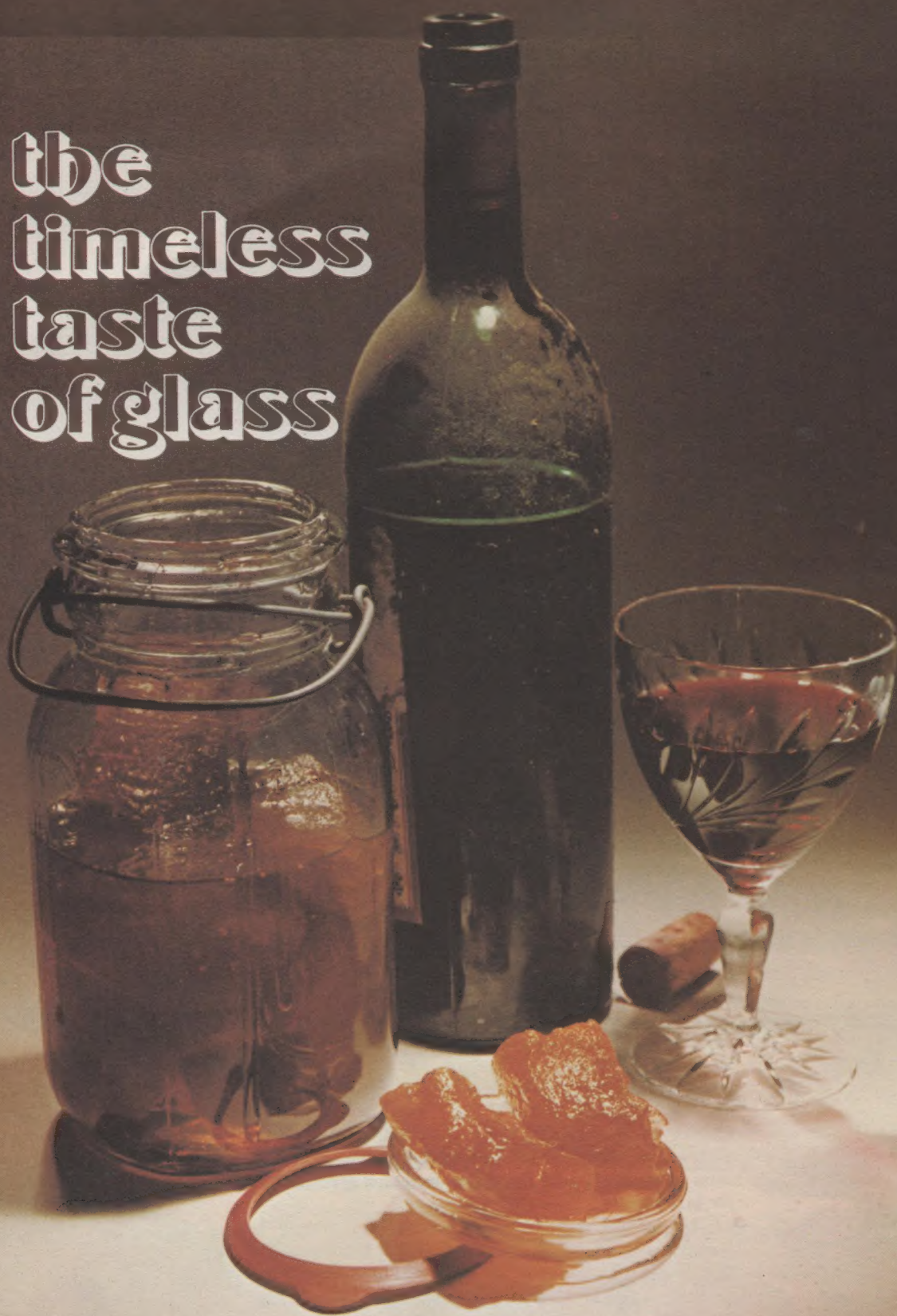
As Government's development plans are implemented and the assistance pledged at the recent Zimbabwe Conference on Reconstruction and Development begins to flow in, the expansion of the economy will become even more pronounced; with consequent increased opportunities for investors.

This publication gives concise descriptions of some of the major economic activities of Zimbabwe. In doing so, it clearly indicates the opportunities for investment in this country. It should be read by everyone who is considering investing in Zimbabwe.

A handwritten signature in dark ink, appearing to read 'B. T. Chidzero', written in a cursive style.

B. T. Chidzero
Acting Minister of Trade and Commerce and Minister
of Economic Planning and Development

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ZIMBABWE

Industry and Commerce

1981/82

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The land... the people

The Land

Zimbabwe is situated in South Central Africa between the Zambesi and Limpopo Rivers, and covers an area of some 390 757 km². The country lies entirely within the Tropics and includes part of the great plateau which traverses the African sub-continent. Zimbabwe is bounded on the north and north-west by the Republic of Zambia, on the south-west by Botswana, on the south by the Republic of South Africa, and on the east by the People's Republic of Mozambique.

The central plateau in Zimbabwe is known as the Highveld, which extends in a south-west to north-east direction for some 650 km. Along this ridge some of the country's main cities and towns are located — Bulawayo, Gwelo, Que Que, Salisbury and Umtali. The climate of Zimbabwe's Highveld rates among the world's finest: temperatures seldom rise or fall to uncomfortable levels. In this area, the bulk of the country's development is concentrated: a broadly based and well developed agricultural industry is supported by adequate rainfall.

Zimbabwe's Middleveld lies on either side of the central plateau, with altitudes ranging from 600 m to 1 200 m above sea level. Below 600 m lies the Lowveld, comprising a narrow tract of land in the Zambesi Valley and a wider strip between the Limpopo and Sabi Rivers. In these low-lying regions, weather conditions are generally hotter and drier; but great progress has been made in agricultural development through the introduction of vast irrigation schemes, resulting in impressive growth in the production of sugar, winter wheat and high-grade beef.

Zimbabwe has various areas which feature massive outcrops of granite. The eastern border region is mountainous, and comprises the ranges of Inyanga to the north, the Vumba to the east, and the Chimanimani to the south. Mount Inyangani, 2 592 m above sea level, is the country's highest point.

The country possesses a wide variety of mineral deposits, among which coal and asbestos are of particular importance. Gold mining is a major earner of foreign exchange; and there are useful deposits of nickel, copper, tin, chrome and iron, all of which are being actively mined, smelted and refined, and some are being further processed for local and export markets.

The People

The population estimate as at 31st December, 1980, indicates that there are approximately 7 480 000 people in Zimbabwe. Of this total, 7 270 000 (97,2%) are Africans, 210 000 (2,8%) are Europeans, 11 200 (0,15%) are of Asian descent, and 25 300 (0,3%) are Coloured.

Some 19,4% of the total population live in the country's fourteen principal cities and towns. The process of urbanisation has resulted in an unbalanced distribution of population, with 71,5% of the urban population residing in the two main cities, Salisbury (45,3%) and Bulawayo (26,2%). Efforts are being made to improve the balance in Zimbabwe's population distribution, particularly through the creation of more development in the smaller centres and also in the rural areas of the country.

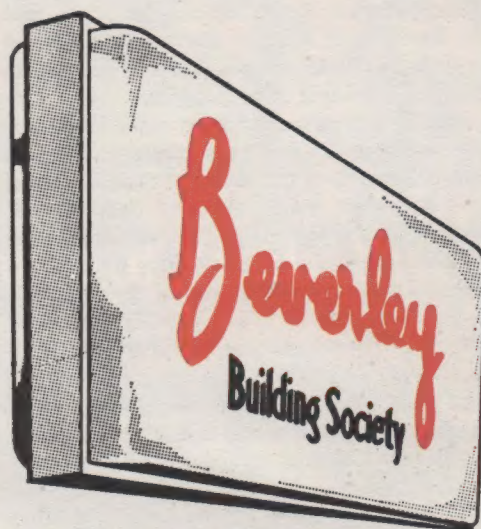
Zimbabwe's population has increased by 45% in the ten years since the 1969 Census of Population, from 5 130 000 to 7 480 000. More than 55% of the country's population is under 15 years of age. This will put great pressure on the economy to generate employment during the next decade and will therefore require Government's urgent consideration in formulating Zimbabwe's future economic policy.


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Michael Hogg 

The Economy



by J. M. Robertson

With the gaining of internationally recognised Independence and the removal of sanctions, the Zimbabwe economy recovered strongly in 1980, achieving an estimated growth rate in real terms of almost 10%. The country's economic performance in 1981, however, is likely to be less impressive despite further vigorous growth in the agricultural sector and a steady increase in consumer demand.

While a number of Zimbabwe's problems are common to all Third World oil-importing countries, a large proportion of these problems reflect the difficulties being encountered in the period of transition following upon the recent change of Government. The stated intentions of Government are to bring under greater domestic control the productive resources and institutions that are presently controlled from abroad, and to bring about a more equitable distribution of the wealth produced by the country's productive sector.

To achieve these aims, Government intends to reduce the relative importance of the private sector, while increasing that of the public sector, in terms of their respective contributions to the Gross Domestic Product. Government statements have drawn attention to official recognition of the past and present importance of the private sector, but a more socialistically oriented economy is considered by Government likely to be more capable of providing long term solutions to the human and economic problems of Zimbabwe.

Within a few months of assuming power in April, 1980, the new Government instituted several social reforms that were designed to spread more widely the benefits being derived from the economy. In one of these measures, schooling for primary

school children was made free, although not yet compulsory, and this led to a 91% increase in the total Government expenditure on school education, comparing the six months ended December, 1979, with the six months ended December, 1980. The actual expenditure for these periods rose from \$49 million to \$94 million. Another of the Government's measures was to remove the health fees payable by low income earners, and this brought about an increase of 33% in total expenditure on health, comparing the same two six-month periods. In this case, the actual expenditure increased from \$26 million to \$35 million.

Comparing the same two six-month periods, total Government expenditure increased by 29% to \$606 981 000, but revenue increased by 50.9% to \$455 730 000, largely as a result of increased revenue from Income Tax and Sales Tax that resulted from the more buoyant economic conditions. This left a budget account deficit of \$133 251 000, which was 9% lower than the deficit for the six months ended December, 1979. Government funded this deficit, and met its obligations to lenders, parastatal bodies and local authorities by using cash balances and borrowings totalling \$180 million, by recovering part of its own loans to parastatal bodies and other organisations, and by making use of \$49 million that was ceded to Zimbabwe by Britain in terms of the inter government debt settlement agreement. These sums totalled \$234 685 000 for the six months ended December, 1980, and the total Government debt increased by about 14% during that period, rising from \$1 615 000 000 to \$1 840 000 000.

In further pursuit of its socialistic policies, the Government

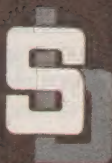
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brought into effect new minimum wage legislation during 1980. In combination with a serious skilled manpower shortage, the new minimum wages had the effect of increasing average earnings by 17,6% in the manufacturing sector and by 17,1% in the commercial sector. In the mining sector, an increase in average earnings of 34,7% was recorded, reflecting the more serious skills shortage in this industry and the more substantial increase that was needed to bring miners' wages up to the new minimum levels. The size of the average increase received by agricultural workers is not yet known, but the minimum wages caused a downturn of about 10% in the numbers of people employed in agriculture, taking into account seasonal variations.

On the whole, however, the minimum wages and the reduced school and health fees greatly increased the disposable income in the hands of the majority of Zimbabwe's workforce, and spending power was further increased by the removal of Sales Tax from a number of food items and the reduction in the Sales Tax payable on other items from 15% to 10%. The Government recovered part of the revenue lost from this source by increasing excise duties on liquor, soft drinks and tobacco products. In the 1981 Budget, the forecast deficit made it necessary for the Government to increase Sales Tax once again, this time from 10% to 15% for durable consumer goods, such as motor vehicles and furniture, and from 10% to 12% for all other products on which Sales Tax was payable.

With the sharp rise in purchasing power, the retail sector began to enjoy boom conditions during the second half of 1980, and these conditions persisted into the first months of 1981. Rising consumer demand stimulated considerable activity from the manufacturing sector, and physical output in the second half of 1980 was 14,5% higher than that recorded in the second half of 1979.

However, retail spending rose very much more sharply, the average expenditure in the second half of 1980 being almost 37% higher in real terms than the average in the last six months of 1979. The business sector was able to meet a substantial proportion of the demands made upon it by allowing stocks to run down and, where possible, by allowing goods produced for the export market to be diverted to local consumption; and higher manufacturing volumes were achieved by taking up excess manufacturing capacity, assisted by higher allocations of foreign exchange for imports of raw materials and replacement machinery. By the end of 1980, the consumer goods manufacturers had exhausted most of their potential for increasing output on this basis, and it became clear that further increases in productive capacity would require the investment of considerable sums of foreign exchange in additional plant and machinery and additional transport capacity.

Early in 1981 it became apparent that balance of payments considerations would inhibit the use of foreign exchange in this way. On the visible trade side, exports increased from \$715 million to \$909 million, but imports increased more significantly from \$549 million to \$809 million, reducing Zimbabwe's visible trade balance from \$166 million in 1979 to \$99,8 million in 1980. This visible trade surplus was more than eradicated by net deficits on service charges, investment payments and transfers, leaving the negative balance on current account at \$172 million, compared with a negative balance of \$72 million for 1979. On capital account, an inflow of \$115,4 million for the private sector was offset by an outflow of \$24,6 million from Government and public authorities, leaving a net

capital inflow of \$90,8 million for 1980, compared with an inflow of \$172,6 million in 1979.

The net results of these developments was a balance of payments deficit of \$80,9 million in 1980, compared with a balance of payments surplus of \$99,8 million in 1979; and this meant that in 1981, foreign currency allocations to industry and commerce could not be further increased to cater for rising demand, and allocations were cut in the last quarter of the year.

It is probable that a significant inflow of funds will begin to materialise in 1982 as a result of pledges of aid made by foreign countries at the ZIMCORD donors' conference held in Zimbabwe in April, 1981. To the extent that the projects for which the funds are being donated or loaned can be carried out using local sources of materials and labour, foreign exchange will become available for redistribution to the private sector and Government agencies over a period of about four years from 1982. The heavy emphasis that Government is placing on public sector investment projects and on the provision of communications and social services in the formerly neglected rural areas indicates that Government will want a major proportion of the foreign exchange released in this way, and the balance is unlikely to make a useful impact on the massive re-investment capital requirements now urgently needed by the private sector.

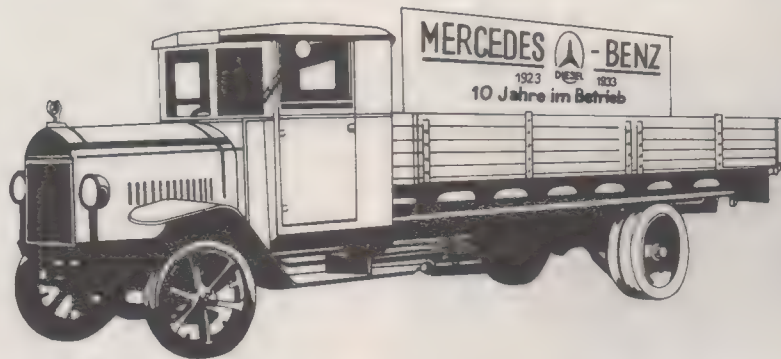
With regard to further extensions of private sector productive capacity, the Government is maintaining the use of a projects approval procedure which was adopted by the former Rhodesian Government to ensure the most efficient use of foreign exchange reserves. In exercising these controls, the Government is also bringing its influence to bear on questions relating to the degrees of foreign ownership and of local participation in the companies concerned. However, as there has been little foreign exchange allocated for expansion purposes, these pressures are yet to find expression in significant changes of company ownership.

Prospective foreign investors are being informed that the Government is more likely to welcome investors who seek joint ventures with Zimbabwe businesses or the Zimbabwe Government. The Government is thus endeavouring to bring about a decrease in the level of control exerted by foreign investors and multi-national companies over Zimbabwe's economy.

In the interests of further extending local control, the Government has also indicated that it intends to exert increasing degrees of influence over the management and policies of foreign-owned companies in Zimbabwe and to gain greater local participation in the policies affecting levels of incomes and in the distribution of profits derived from these companies. To ensure that sufficient funds remain available for reinvestment in the private sector, the Government has further stipulated that 50% of after-tax profits must be ploughed back into foreign-owned companies.

However, the Zimbabwe Government has been disappointed by the response to investment opportunities in the country from foreign private sector investors since Independence. While a great many new potential investors have been impressed by Zimbabwe's broad industrial base and its comprehensive service and financial sectors, all of which would contribute greatly to the success of new ventures, they have tended to shelve investment plans in Zimbabwe pending further clarification of the Government's policies towards foreign investors.

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International Trade

Zimbabwe recorded a favourable visible balance of trade in 1980 of \$99,8 million, having sold domestic exports, including gold, worth \$902 726 000, and re-exports valued at \$6 500 000, compared with total imports valued at \$809 400 000. Compared with 1979, exports increased by 26,8% and imports increased by 47,3%.

Gold production during 1980 totalled 367 000 fine ounces, worth \$144 875 000, but of this, only \$115 200 000 was sold abroad during the year.

An effect of this was to again place tobacco at the top of Zimbabwe's list of exports. This was a surprising outturn in view of the record prices available for gold during 1980, and the disappointingly low average prices received for Zimbabwe's tobacco. However, the totals for the year show that unmanufactured tobacco exported was valued at \$118 131 000, and there were additional sales of \$4 717 000 worth of manufactured tobacco.

Exports of iron and steel products including ingots, billets, bars, rods and sections, wire and a variety of other basic iron and steel products took third place after gold, with a valuation of nearly \$94 million and a total volume exceeding 600 000 tonnes. These were closely followed by sales of 257 306 tonnes of ferro alloys, worth \$88 071 000. Asbestos came next, with sales of 274 258 tonnes for \$80 083 000.

Following on from asbestos, major exports included cotton lint valued at \$57 192 000; nickel worth \$52 754 000; raw and refined sugar worth a total of \$47 358 000; copper worth \$24 617 000; machinery, transport equipment and electrical equipment worth \$15 220 000; fresh, frozen and chilled meats worth \$13 708 000; clothing worth \$12 312 000; footwear worth \$5 086 000; yarns and thread worth \$5 620 000; fabrics worth \$4 862 000; and furniture worth \$4 744 000.

Other important food and agricultural exports included maize worth \$7 398 000; animal feeds worth \$6 787 000; coffee worth \$6 871 000; tea worth \$6 169 000; processed meats worth \$4 918 000; maize seed worth \$3 242 000; various timber products worth \$5 057 000; and cattle hides and leather worth \$5 313 000.

Among the metal and mineral products, there were also exports of tin valued at \$8 610 000; coke valued at \$6 388 000; coal worth \$3 916 000; and a combination of lithium, tungsten, tantalum, cobalt and silver ores and concentrates valued at a total of \$12 163 000.

On the imports side, the largest import group was petroleum and allied products valued at \$174 171 000. These made up 21,5% of total imports during 1980, and, with the additional \$18 600 000 spent on electricity imported from Zambia, Zimbabwe's total imported energy bill makes up 23,3% of total imports.

In terms of the Standard International Trade Classification groupings, machinery and transport equipment made up the largest single import class in 1980, with a total valuation of \$208 603 000. The principal imports in this section included farming machinery valued at \$17 355 000; bus and lorry chassis and components worth \$15 607 000; motor vehicle engine spares valued at \$14 819 000; motor car assembly kits valued at \$13 836 000; textile and leather machinery worth \$10 227 000; telecommunications equipment valued at \$8 593 000; and other motor vehicle spares and accessories worth \$7 845 000.

Manufactured goods in the form of raw materials made up another 18,4% of imports, and were valued at \$149 348 000.

Among the major materials in this section were plate and sheet steel valued at \$28 638 000; textile piece goods worth \$26 178 000; yarns and threads worth \$12 533 000; paper and paper board worth \$12 674 000; aluminium in various forms valued at \$5 256 000; rubber worth \$4 998 000; and refractory building materials valued at \$4 559 000.

Chemicals made up 13,4% of total imports in 1980, and were valued at \$108 872 000. Among the most important of these were insecticides and disinfectants that were valued at \$15 894 000; plastic resins worth \$21 042 000; medicinal and pharmaceutical goods valued at \$12 152 000; nitrogenous fertiliser material worth \$4 800 000; potassic fertiliser material worth \$4 778 000; anhydrous ammonium worth \$4 231 000; and dyeing materials worth \$4 707 000.

Manufactured consumer goods made up only 10,3% of total imports in 1980, and were valued at \$83 219 000; and food imports made up another 3,5% of total imports with a total valuation of \$28 022 000. The major food import during 1980 was maize valued at \$15 033 000, but further imports of maize during 1981 should not be necessary as Zimbabwe has produced a record maize crop and now has a large surplus available for export.

Statistics for the seven months ended February, 1981, showed that South Africa was Zimbabwe's principal trading partner, having supplied 27% of imports and having purchased 17,9% of Zimbabwe's exports. Apart from the suppliers of petroleum products, which are not identified, none of the countries supplying Zimbabwe provided more than 10% of total imports. The four major supplying countries were Britain, with 8,9% of the total; the United States with 8,3%; West Germany with 6,6%; and Japan with 8,4% of the total.

Next to South Africa, West Germany provided the largest market for Zimbabwe's exports, taking 9,8% of the total during the seven months ended February, 1981. China has emerged as the next largest customer, having taken 5,0%, followed by Britain with 4,8%, and Italy and Belgium, each of which bought 3,3% of Zimbabwe's exports.

Zimbabwe's terms of trade based on 1964 = 100, improved significantly during 1980, rising from 55,9 in 1979, the lowest figure recorded in several decades, to an average of 69,1 for 1980. A further improvement has been recorded in the first three months of 1981, the terms of trade having risen to an average of 80,1.

On the same base year (1964 = 100) the unit value indices for foreign trade show that imports for 1980 average 406,1, an increase of 7,1% on the 1979 figure, and exports averaged 280,6, an increase of 32,5% on the 1979 figure. The improved terms of trade made possible a considerable increase in volumes imported in relation to costs, with the volume index having risen from 66,4 in 1979 to 91,4 in 1980, an increase of 37,6%. However, export volumes declined to their lowest level in eight years, averaging 113,0 for 1980, a decline of 4,8% on the 1979 figure, and 12,7% below the 1974 figure which is the best on record. Export volumes are determined to a substantial extent by the volumes of minerals produced, the 1980 figure having been the lowest since 1972.

South Africa has given Zimbabwe notice that the Preferential Trade Agreement, which has been in force between the two countries for the past 17 years, is to be terminated in March, 1982. The agreement was of considerable importance to Zimbabwe, allowing local exporters to sell a range of consumer goods on South African markets at preferential customs duties. The arrangement gave considerable impetus to the growth of Zimbabwe's export drive during the UDI years, but attracted criticism from many South African manufacturers who had difficulty competing against Zimbabwe prices, particularly for clothing, furniture and radio receivers.



Continental

Secondary INDUSTRY

The net output of secondary industry in 1980, or its contribution to Gross Domestic Product, at \$769 million, rose by over 29% in terms of current prices. The Manufacturing Sector accounted last year for 25,8% of GDP, exactly double the contribution of Agriculture and Forestry, the next biggest sector, and three times the contribution made by Mining and Quarrying.

1980 proved to be a boom year for manufacturing — as indeed it was for the whole economy. The volume index of manufacturing production rose by 14,9%, to exceed, by almost 9%, its previous highest level. While all sectors participated in the growth process, production of wood and furniture rose by almost 26%; transport equipment by 23%; chemical and petroleum products by 20,5%; drink and tobacco by nearly 19%; clothing and footwear by 18%; textiles by approaching 17%; paper and printing and publishing by 16,7%; and non-metallic mineral products by 16,6%. Metals and metal products, the largest industrial group, increased its output by 11%, and foodstuffs, the second largest, by over 6%.

Exports of manufactures and semi-manufactures, including metals, in 1980 amounted to almost \$342 million, or 43% of merchandise exports. The industrial labour force of over 159 000 expanded by more than 10% by comparison with the previous year. Total wages and salaries paid in the industrial sector, at \$402 million, were almost 31% higher, and average wages rose by over 13%. Gross fixed capital formation, at \$73 million, increased by almost 26%. While there are as yet no figures for industry alone, the gross operating profits of all non-financial companies rose by 29% last year.

Thus 1980 turned out to be a year in which industrial production recovered from the five lean years from 1974. What

is more, the growth in output continued strongly into 1981. The volume index of manufacturing production rose by 13% during the first five months of the year compared with the same period of 1980. While the output of drink and tobacco fell by 1,7%, due largely to the increases in excise duties imposed by the January Mini Budget, and that of metals increased by only 3,1%, as a result of currently depressed foreign demand for commodities, the volume of foodstuff production increased by 11%; that of non-metallic mineral products by 15,5%; of textiles by 23,4%; transport equipment and workshops by 23,8%; chemical and petroleum products by 25,4%; wood and furniture by 26%; and clothing and footwear by no less than 50%.

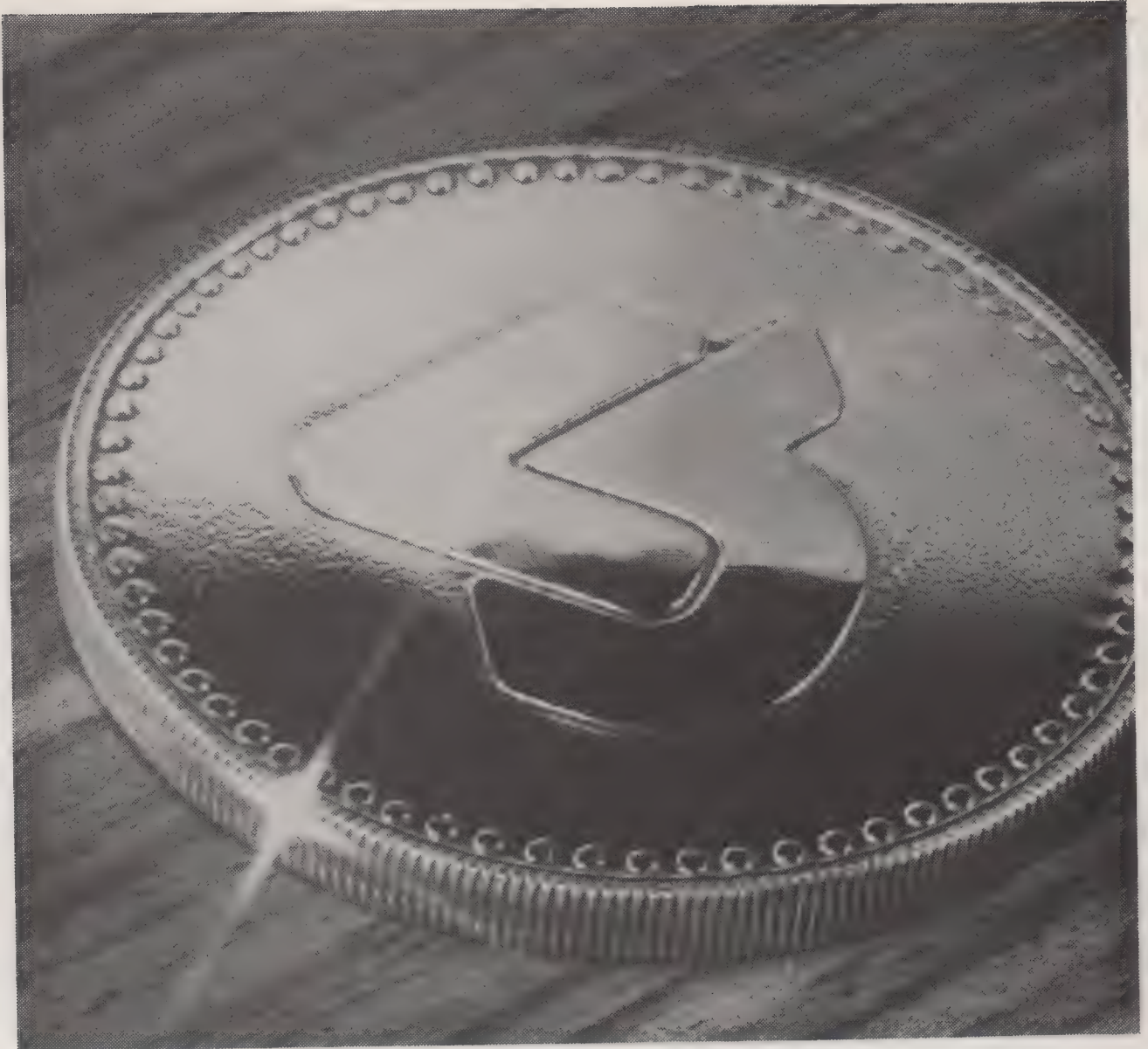
Industrial output is responding to the greatly increased demands arising from accelerated economic expansion. The vast bulk of consumer goods purchased are supplied from domestic production; and private consumption expenditure, the fastest growing component of expenditure on Gross National Product, rose last year by 30%. Hence the buoyant demand for clothing, footwear, furniture and textiles, among other things. Production is also responding to Government initiatives to promote rural reconstruction and development, improve the quality and range of social services and raise the living standards of lower paid workers. Agricultural implements, fertilizers and pesticides, and educational and medical supplies are all in strong demand. The net output of the construction industry in 1980, at \$96 million, was 17% higher than the year before.

International aid under the Zimcord programme, primarily for rural development, will reach \$123 million in fiscal 1981/82. The biggest single amounts in Government's current spending programme are those for Education, Defence, Transport and Health. Planned Government spending has been increased by 37% for fiscal 1981/82. So the demand for industry's products should continue strong. The rate of real economic growth in calendar 1981 is officially forecast at between 5% and 6%.

While naturally delighted with the strong surge in the demand for their products, however, local industry is very aware that most of the slack in the country's productive capacity has now been taken up.

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Retail Trade

The end of the war in Zimbabwe heralded a sharp rise in retail trading activity in 1980, assisted at the beginning of the year by the presence of the ceasefire monitoring forces and by the rapid spread of more peaceful conditions that were of benefit to the commercial sector. Following upon the elections, these conditions continued to improve, and trading recommenced in the more remote rural areas. Trading volumes by the end of July were comparable with those of the previous Christmas, responding to the new minimum wage legislation that became effective at the beginning of July and to the reduction in sales tax from 15% to 10%.

The growth of retail trading gathered further momentum in September, 1980, after Government's decision to assume the burden of school fees for junior school children, thus allowing funds saved for this purpose to be used on household consumption.

As nearly all basic food commodities, clothing and household goods are manufactured by Zimbabwean industries, and imports form a minor proportion of finished domestic consumer goods, the capacity of the local manufacturing sector became the limiting factor controlling the growth rate of consumer spending. However, the manufacturers were able to increase production volumes as a result of increased import allocations for raw materials which allowed many companies to absorb unused productive capacity.

In December, 1980, retail spending at current prices was almost 50% higher than in December, 1979, and the average

expenditure for the whole year was 36% higher than the average recorded for 1979. After taking inflation into account, the average for 1980 was about 27% higher than the 1979 average. The manufacturing sector responded to this by increasing production volumes by about 15%, the shortfall being made up largely from stocks held by the manufacturers and by retailers.

Further retail spending pressures developed in the early months of 1981, following a further increase in minimum wage levels, but the rate of increase was dampened in following months by increases in excise duties on tobacco products, alcohol and soft drinks. Foreign exchange constraints prevented further increases in foreign currency allocations from being made available to the manufacturing sector, and this, combined with the fact that many manufacturers had reached the limits of their productive capacity, restricted further growth in output of consumer goods. Under these conditions, the increased spending power expressed itself in rising inflation and an increasing number of shortages of consumer goods. By the end of March, 1981, average retail prices were more than 6% higher than in December, 1980, and further increases in average prices took effect after the Budget in July when sales taxes were increased from 10% to 15% for durable goods and from 10% to 12% for other taxable items. Import duties were also increased, the most serious of these being a doubling of the duty paid on petrol which caused a 31% increase in the petrol price.

The shortages of consumer goods were further affected by the supply of skilled labour during 1981, and these shortages retarded the rate at which retail distribution could be extended to the more remote areas of the country. However, retailers within the main urban centres continued to enjoy strong demand and excellent trading conditions.

Salisbury, Zimbabwe's capital city, has sophisticated departmental stores and modern pedestrian malls



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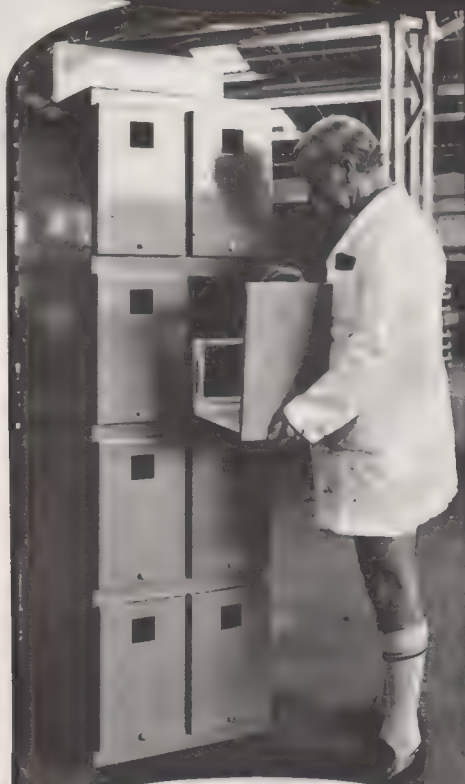
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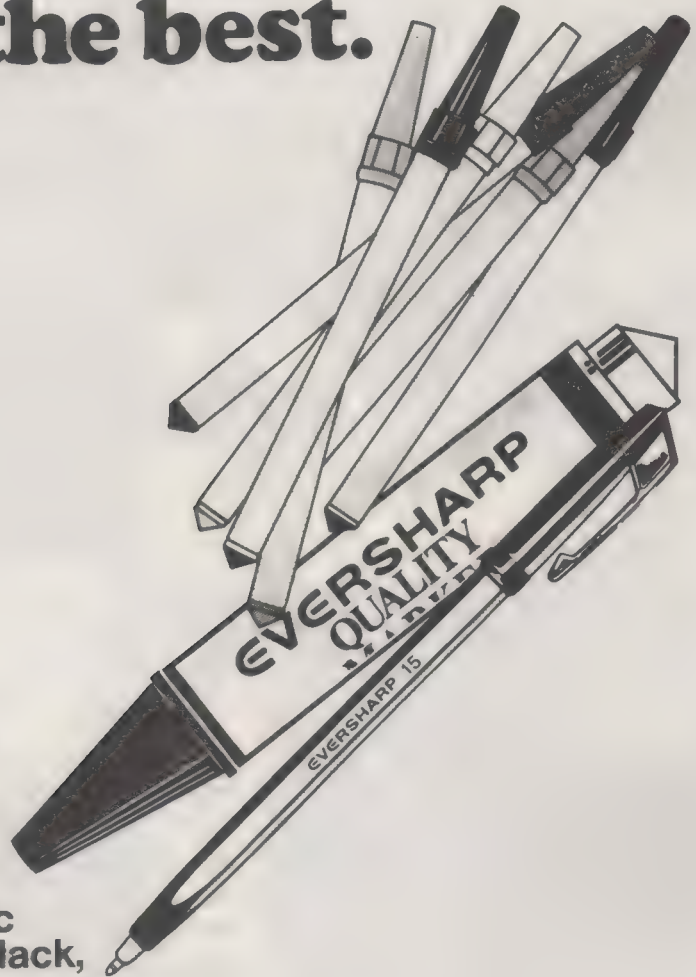


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in blue, black, red
and green. Refillable.
Eversharp Markers in
blue, black, red and
green. Eversharp Tipwic
fibre-tip pens in blue, black,
red and green and in
wallets of ten colours. Quality pens by

EVERSHARP



A division of the Parker Pen Company.

BARKER MCCORMAC PP116

They came to a wilderness
- and found much more.



LONRHO ZIMBABWE LIMITED
Realising Zimbabwe's future

Lonrho Zimbabwe Limited, 96, Union Avenue, Boxes 1480 & 80, Telephone 706661, Salisbury.

LONRHO ZIMBABWE LIMITED *Investing in Zimbabwe's future*

To strengthen its identity with this country, the Lonrho Investment Company has changed its name to Lonrho Zimbabwe Limited.

We are one of the largest and most diverse business concerns in the country, having been associated with it since the beginning of the century.

Our intention is to extend our role in the expansion of the internal and external trade of Zimbabwe, thereby helping the country to achieve its ambitions.

Textiles

The group's interest in textiles in Zimbabwe started in 1968 with the acquisition of the internationally famous David Whitehead company. At that stage the factories covered some 5,25 ha; today they cover more than 9,50 ha, and produce about 17,5 million metres of cloth and nine million kilogrammes of yarn each year. The company controls two spinning factories, a weaving factory, and a hosiery plant producing men's socks and stockings.

Manufacturing

Much sought after quality "hard" furniture (dining-room and bedroom suites, desks, TV and radio cabinets) is manufactured by Unity Woodworking in Bulawayo. The range has made an impact both on home and export markets.

Electrical and Music

More than 150 bands under contract, a modern factory, warehouses and rehearsal studios make the Teal Record Company the largest manufacturer and distributor of gramophone records, pre-recorded cassettes, blank and head cleaner tapes in Zimbabwe. In fact, it is the only company that has a complete disc-cutting and matricing facility in this country.

A sister company, ERMI, is (and has been for the past 25 years) the biggest distributor of imported and local domestic appliances, radios, television sets and musical instruments. It is the main agent for Kelvinator, Kenwood, Necchi, Tedelex, Presto and Servis products.

Simms, auto diesel and electrical engineers, is the largest firm of its kind in Zimbabwe.

Engineering

Crittall-Hope, one of the country's main suppliers of steel and aluminium



Lonrho House, Headquarters of the Group in Zimbabwe, at the corner of Union Avenue and Third Street in Salisbury

building materials, is situated in Salisbury, and is now geared up to supply the demand from other countries in Africa. Its main products are windows and doors, roller shutter and sliding doors, fire-resistant doors and pressed steel products.

A virile and progressive company in this division is Zambesi Coachworks, which manufactures mine cars, light and heavy duty truck bodies in steel and aluminium alloy, semi-trailers, independent trailers, insulated vans, tankers, buses, coaches, refrigerated vans and boats up to 46 m in length.

Dahmer & Co. are manufacturers of AVM heavy duty buses and trucks.

Two smaller engineering enterprises which handle specialised work are: Ace Engineering, a mechanical engineering and die making concern, and Eastern Districts Engineers, which handles forgings, springs, plate welding and engineering.

Mining

Lonrho's mining interests include gold, silver and copper.

Ranches

The Lonrho Ranches collectively carry about 85 000 head of beef cattle. Apart from the ranching of beef, concessions

for hunting and photographic safaris of antelope are let on a selective small scale.

Plantations

Wattle, eucalyptus and pine grow in huge plantations in the eastern hilly country, a great deal of which belongs to the Wattle Company, another member of the Lonrho group. Apart from the obvious timber products, including wattle extract, there are several by-products — charcoal, resin, turpentine, chips for pulping, and alcohol, which could be export potential in the future.

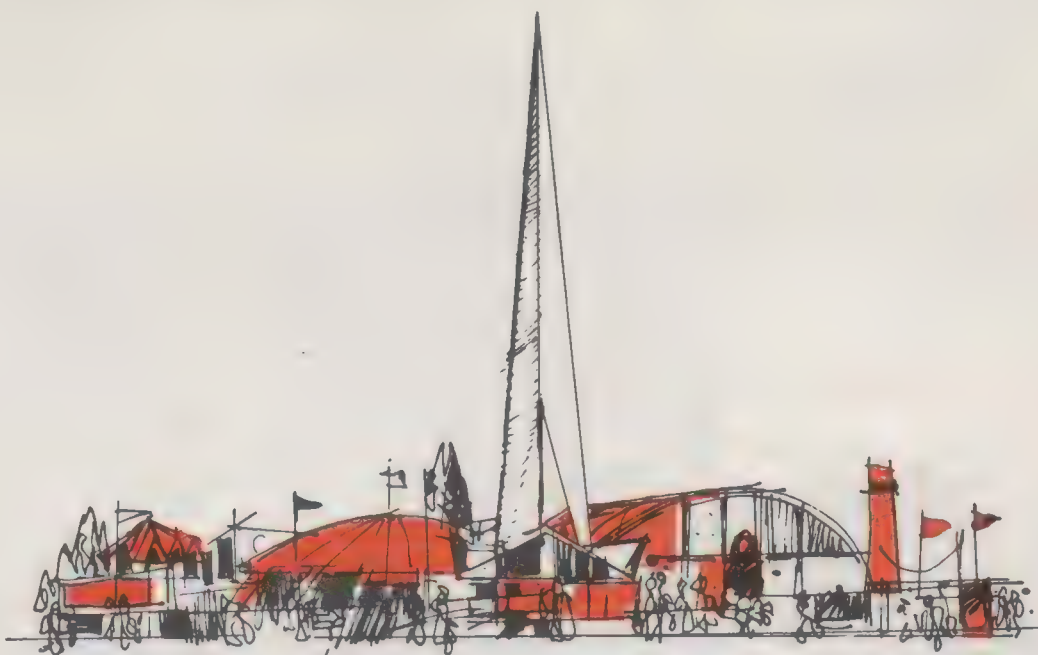
The Wattle Company's interests are even further diversified with cattle rearing and sugar plantations: the company is also the biggest grower of coffee in the country.

Vehicles

Zimoco, formerly the Norton Motor Company, are the main agents for Mercedes cars and trucks, while Mobile Motors are the main agents for Toyota cars and trucks.

Construction

Construction Associates build roads, houses and drains: they are currently building the Warren Park housing scheme near Kambuzuma, Salisbury.



Zimbabwe International Trade Fair 1982



Friday April 23 — Saturday May 1

Trade days: (by special invitation only)

All day Friday April 23

10 a.m. — 12.00 noon Monday April 26

10 a.m. — 12.00 noon Tuesday April 27

Zimbabwe International Trade Fair



The Zimbabwe International Trade Fair, held annually in Bulawayo, Zimbabwe's second largest city, has grown enormously since its inception in 1960, when the first "Central African Trade Fair" as it was then called, was opened by Her Majesty, Queen Elizabeth, the Queen Mother. During the past eighteen months the growth rate has far exceeded all expectations. In 1980 there were seven International Pavilions. In 1981 there were no fewer than twenty-nine official national exhibits, from all corners of the globe, showing the Zimbabwean manufacturers and public just how the rest of the world could assist Zimbabwe to recover from the many years of sanctions.

Those Nations with official, national exhibits were: Zimbabwe, Australia, Austria, Belgium, Botswana, Britain, Canada, Czechoslovakia, Denmark, the European Commission, Finland, France, Germany, Greece, Ireland, Italy, Japan, Kenya, Democratic People's Republic of Korea, Luxembourg, Malawi, Mocambique, Netherlands, Nigeria, Romania, Sweden, United States of America, Yugoslavia and Zambia.

All eleven of the European Community States, as well as the Commission itself, together with many other nations, exhibited within the newly completed No. 1 Hall. This very attractive Exhibition Hall, of over 6 000 square metres of floor space, was purpose-built after the 1980 Trade Fair to meet the expected international demand for exhibition space at this Trade Fair, which is fast becoming regarded as a Regional Trade Fair. This Hall, which includes a top-class restaurant on the mezzanine floor, can house, very comfortably, some of the very largest exhibits, as the maximum roof clearance height is over 12 metres.

No. 1 Hall is only one of a total of six public Exhibition Halls, giving a total Hall floor area of over 17 000 square metres. There are also in excess of 100 permanent pavilions, attractively laid out amongst lawns and flower gardens, and served by wide, fully tarred roads, which radiate from the very impressive, central Fair Spire — a flood-lit, 55-metre-tall reinforced concrete structure which is surrounded by attractive fountains.

The individual Halls and Pavilions are interspaced with over 90 lawned, open exhibition sites, ranging in size from 50 square metres to over 1 600 square metres. These open sites are particularly popular with exhibitors of such items as motor vehicles and heavy equipment, as the climate of Zimbabwe, at Fair time, is very conducive to outdoor exhibiting.


Ample electrical supplies are available to all exhibit stands and sites, either 220 volt single-phase, or three-phase 380 volt. Many sites are also connected to the mains water supply.

The annual Zimbabwe International Trade Fair is extremely popular with Zimbabwean industrialists, who support it wholeheartedly, and who regard it as an ideal opportunity to display the very wide range of goods manufactured in the country, not only to the Zimbabwe public and commercial sectors, but to the markets of the world — and, of course, a first-rate opportunity to examine, at first hand, what the rest of the world has to offer the nation of Zimbabwe.



WE MAKE YOU FEEL GOOD. AND LOOK BETTER.



DATLABS 

- makers and suppliers of Pharmaceutical, Surgical, Toiletry and Cosmetic Products.

DATLABS



Zimbabwe's recent success at the 1981 International Africa Award in Kenya indicates that we are competitive in many fields of manufacture and that standards are high. DATLABS were awarded a handsome trophy in recognition of their outstanding efforts in the pharmaceutical sector by their consistent high quality, efficient service, high standards of productivity, and excellent supply to a wide selection of markets. Recognition was also given to Datlabs for the encouragement of trade with other African states and thus the development of Zimbabwe's own economy.

Managing Director, Mr. Maurice Ross, says Datlabs have long recognised the need for more and better pharmaceutical products demanded by the expansion of the Government National Health Service Scheme, and are increasing production and factory space accordingly. The \$2 million factory, covering over 3 600 m² will be ready for full production in July, 1982, and has been specifically designed to manufacture specialised intravenous solutions and giving-sets under the Baxter-Travenol name of the United States. Stringent standards are laid down by the Americans, and the new Aseptic factory will conform in all areas.

The factory expansion, designed by Gordon Norman, is to be built around the production line and is contoured to accommodate the larger pieces of machinery, giving a sweeping modern profile. Interior walls will be completely smooth, preventing any dust or grime accumulating; there will be no corners or right-angles, and no external windows. Internal doors will be specially designed to present a smooth surface, and will be made of stainless steel. Every measure is being taken to ensure international standards are complied with, right down to special polyurethane flooring material which curves to meet the walls, and is moisture and dirt resistant.

As well as the Baxter-Travenol solutions, Datlabs will manufacture much needed small-volume intravenous and intramuscular solutions in the form of am-

pules and vials and corresponding hypodermic syringes. Ophthalmic ointments will also be made in the new factory.

In the past drip sets have been imported; with the completion of the building, significant foreign currency saving will be seen when Datlabs will supply 100% of the local market. The same applies to hypodermic syringes; in the first year of production, 70% of the total output will satisfy local demand, and 30% will be made available for export.

Datlabs' ability to manufacture under licence to a world pharmaceutical giant like Baxter International has influenced Zimbabwe's high standards of medical care since 1969. Its undoubted success in the production of life-preserving medical care products can be attributed to the skilful combination of sophisticated overseas research and technology with the application of local talent. As licensees to Baxter, Datlabs have at their fingertips a vast range of disposable medical and hospital specialities, solutions and blood treatment products, as well as distributing cardiac and kidney equipment.

In following years and up to full production, 50% of Datlabs' output will be exported — impressive expansion by a company dedicated to the increased needs of a comprehensive health care service.

Not only are Datlabs out in front in keeping Zimbabwe's clinics and hospitals supplied with internationally tested products but they are instrumental in bringing to the public a range of consumer goods with wide acceptance and in great demand. Famous names like Lanoline Milk, Ingrams Camphor Cream, Outdoor Girl Cosmetics, Helene Curtis Hair Products, Sterinappi, Arm in Arm Deodorant, Bloom Fabric Softener, and the Butone range of products all come from the Datlabs stable.

More than just an award winner in 1981, Datlabs are committed to formulation research; and continual work is being done in Bulawayo by a team of chemists to produce new and effective products from established chemical ingredients — a task that requires ingenuity and expertise in a country where no one has the facility for original research because of the huge amounts of capital expenditure required to build laboratories. Formulation research cannot be taken lightly; and Datlabs have a

programme of "stability and bio-availability" research which means testing properties and actions of, say, a tablet developed by them from an absorption, side-effect and bio-availability point of view into the human body. Without having to rely on overseas companies, Datlabs have available to them much of the international expertise so vital to developing Africa.

Today, Datlabs' work force numbers 230. During 1981, some \$25 000 will be spent on furthering training for employees at all levels. Company policy is to promote from within company ranks, and several schemes are under way to help workers realise their full potential. In-house training is given as well as courses with the Zimbabwe Institute of Management in either Bulawayo or Salisbury.

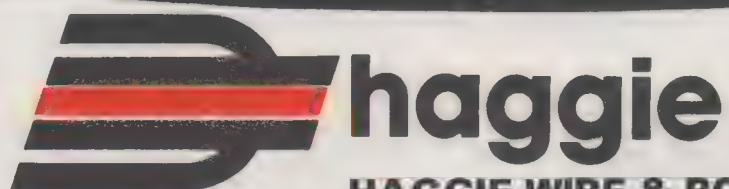
Datlabs, in the past, have been instrumental in bringing to this country many experts in specialist areas to lecture and talk to local pharmacists and doctors in areas where Zimbabweans have formerly been isolated. Their policy is to continue inviting international speakers to visit Zimbabwe, both to inform local technicians of new developments and to cement relations between interested parties.

Where promoting local skills is concerned, Datlabs are at the forefront in providing technical training at all levels through Polytechs and the University. A project will be launched at the beginning of 1982 whereby "cadetships" will be introduced for school-leavers or promising employees who will be sponsored by the company and encouraged to qualify in such specialist areas as pharmacy and chemical engineering.

Staff facilities are first-class, with a canteen for all employees serving free teas at various breaks covering all shift work, and at a nominal charge a full meal is provided for workers.

The social club is open to all, where a football club meets, darts matches are played, and parties for staff are held. Datlabs serve all their employees well, and are justly proud of their record as innovators in the fields of training and staff welfare.

Datlabs' expansion programme means that greater supplies of much needed medical preparations will be available, and their ongoing export drive will continue to support the Zimbabwean economy.



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Manufacturers of

Staywire . Earthwire . Steelwire and
Strand Conductor Core . Cable Armouring Wire
& High Tensile Steel Wire & Rope.
Rope Testing Services & Rope Fittings.

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The factory of Haggie Wire & Rope Ltd., Bessemer Street, Que Que, in the Midlands of Zimbabwe

haggie



Haggie Wire & Rope Limited was originally incorporated in Zimbabwe in 1958 as African Wire Ropes (Rhodesia) Ltd. and traded as an indent agent and representative for high tensile steel wire and steel wire ropes.

A warehouse and sales organisation was set up in Salisbury in 1971 to stock and distribute steel wire rope and fittings, and a similar operation was opened in Bulawayo in 1973. Both the

warehouses stock a full range of steel wire ropes and fittings and supply full lengths, cut lengths and fitted ropes and slings, as may be required, to the mining and general engineering industries.

The sophisticated ropes used in the mining industry require a competent technical back-up and is the reason for the establishment of the Rope Technical and Testing Services Division which operates from the Salisbury office where the Government approved Destructive Testing unit is located. Technical services are offered to the mining industry country-wide and include the non-destructive testing of ropes on site at the mine.

The company's commitment to the country is confirmed with the commencement, in 1981, of building operations in both Bulawayo and Salisbury of new warehouses and offices. The Salisbury office houses the company's Head Office and the Sales Office for all Que Que products.

The Que Que factory, conveniently located for supplies of steel from Zisco and Lancashire Steel, commenced operations in 1972, and produces a wide range of high tensile and specialist wires in galvanised and black finishes. A wide range of stranded products and simple construction steel wire ropes are also manufactured. Sizes of products available range from less than 1 mm diameter wires up to 26 mm diameter ropes in tensile ranges up to 2 000 MPa. Laboratory and testing facilities assure compliance with manufacturing standards which are usually of international standing. Products are sold on both the local and export markets.

The company runs a number of training schemes for employees at all levels to ensure the development of its operations. Recreational facilities are sited at the factory premises.

The range of products produced is being expanded, and enquiries for new products are always welcomed.

Tanrose Seven top brands.



And Brands makes eight!



BARKER MCCORMACK A 278



The name "Tanrose Foods (Private) Limited" possibly does not mean very much to many people — but the words "Tanganda" and "Five Roses" are household names, together with many of the company's other products. As the Foods Division of the Tanganda Tea Company Limited, Tanrose produces and markets a very wide range of high-quality foods and beverages, which may be found in any home or catering establishment around the country.

Apart from "Tanganda" and "Five Roses" teas (from which is derived the company's name), the product range includes such well-known labels as "Stella", "Koffiehuis", "Ellis Brown", "Tomango", "Cerebos", "Bisto" and "Brands". This impressive list is designed to cater for all sectors of the market from the large hotel chain to the individual housewife.

Tanrose is very much marketing-orientated and utilises the same marketing concepts as are practised in the United States of America and Western Europe. This ensures that the company is as competitive on the international market as manufacturers located in far more developed countries; consequently, Tanrose contributes a valued share of foreign earnings to the economy. At the same time, the peculiarities of the local market are well understood and continually monitored, so that changes in consumer trends are quickly recognised. The company is thus able to react timeously to consumer demands, be they for new products or for alterations to existing lines.

Tea Marketing

Tanrose markets several blends of high-quality tea, of which the best-known is "Tanganda", the Zimbabwe brand leader. The constituent teas are grown on the Tanganda Tea Company Estates (namely New Year's Gift, Ratelshoek, Zona and Jersey), which are situated in the Chipinga farming area, the soil there being ideal for the production of high-quality teas. Once they have been cured and graded, the teas are purchased by Tanrose and blended at the production complex in Umtali before being packed for sale.

"Five Roses" and "Stella" teas are the major supporting brands to "Tanganda". Both are extremely popular and, indeed, "Stella" has been experiencing unprecedented growth since the addition of smaller pack sizes to its range.

The tea marketing picture is incomplete without mention of the success of "Five Roses" and "Tanganda" tea bags. These provide convenience and economy whilst retaining the fullness of flavour associated with their leaf counterparts.

Coffee Marketing

Tanrose markets both ground and instant coffees, its main brands being "Koffiehuis" and "Ellis Brown".

The Arabica coffee beans utilised in the production of all coffee blends are supplied by the Grain Marketing Board. It is interesting to note that the Arabica beans grown in this country are widely considered to be amongst the best in the world and they are particularly suited to the manufacture of ground coffee. These beans are roasted, graded, blended and ground at the company's Umtali factory before being packed and distributed for sale throughout the country. Similarly, the company's instant coffee is manufactured by an intermediary according to blend recipes supplied by Tanrose. The product is then packed in Umtali and distributed from there.

As a major producer in Zimbabwe of tea and coffee, Tanrose is concerned with educating consumers in the many ways of enjoying these, the world's most consumed beverages. New consumers are encouraged

too; and the company promotes and supports sport as a means of communicating the healthful qualities of tea and the refreshing lift of coffee.

Food Marketing

Under the brand labels "Tomango", "Cerebos" and "Brands", Tanrose has established itself as a leading manufacturer of high-quality foodstuffs, many of which are brand-leaders. Indeed, recent demand has been such that manufacturing facilities have had to be increased, with the result that the company has been able to execute further export orders as well.

The range of foodstuffs includes such diverse products as soups, tomato sauce, condiments, relishes, tomato paste, chutneys, baked beans, salt, and whole peeled tomatoes, all of which are manufactured and packed in Umtali. It is the food range, however, which is most sensitive to consumer pressure and the lines are, therefore, constantly under review. The Quality Control Department at the production complex is, of necessity, most active in this regard to ensure that the stringent specifications laid down for each product are always met. In this regard, the company employs a qualified Food Technologist as Technical Manager.

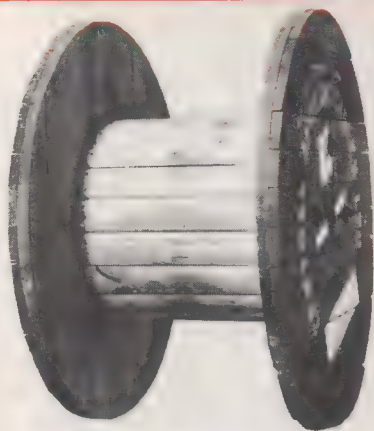
Catering

The need for specific catering requisites has long been recognised and Tanrose has been able to satisfy these needs most successfully. Indeed, a Catering Division was created some time ago to cope with the ever-increasing demand from this sector of the market. Expansion is continuing as the country's tourist industry recovers from its recession; and Tanrose is able to supply a wide range of high-quality catering teas, coffees and foodstuffs, whilst ensuring that all catering establishments are serviced efficiently and quickly.

Tanrose as a company is forward-looking and anticipates the future with excitement and enthusiasm. Inter-staff relationships are excellent because of progressive planning by management, with the result that the outlook in both the short and long term is optimistic.

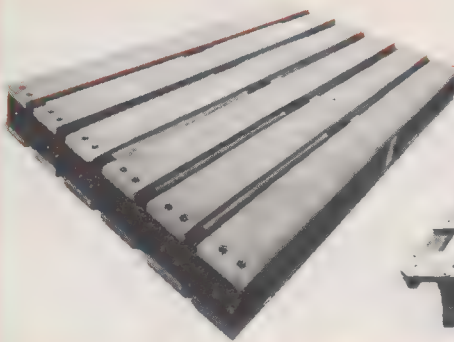
BAKKE

MANUFACTURERS OF QUALITY INDUSTRIAL TIMBER PRODUCTS



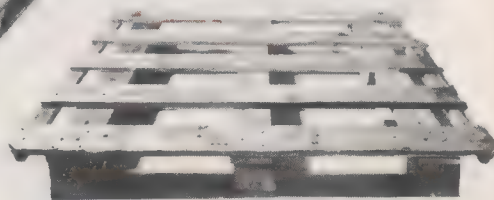
CABLE DRUMS

Strong, durable. Can be supplied, treated, untreated, painted or plain. Manufactured to meet all specifications.



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For forklifts, pallet trucks, warehousing and packaging. Manufactured to meet specific requirements.



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Bakke have been servicing the tobacco industry for 50 years — now sole agents in Central Africa for Leafstor tobacco containers.



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Manufacturers of batten doors for the construction industry.



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Manufacturers of a variety of containers to meet the requirements of the fresh produce industry.

BAKKE containers protect your products, your interests and your profits. Whatever it is, if it's made of wood, let **BAKKE** give you a price.

BAKKE

Manufacturers of Quality Industrial Timber Products

Bakke Industries (Pvt) Limited,
Barrow Road, Southerton,
P.O. Box 1037, Salisbury. Telephone 760321/2



One of the latest buses, at the headquarters of Leyland's Truck and Bus Division



BL (Zimbabwe) Limited



Transportation is a very important sector of the nation's social and economic life — particularly at this stage of Zimbabwe's development, when reconstruction and rehabilitation are prime objectives of the Government and the people.

The movement of goods, equipment and people to the places where they are most needed is vital to the development of the country, and particularly so in the rural areas which is the foremost target for the healthy economy of the country.

More efficient cultivation of land is also essential to the viability of agriculture, the most important single industry in the country.

BL (Zimbabwe) Limited's range of vehicles is playing its part in helping to meet this country's need for commercial and agricultural vehicles, whilst its plant in Umtali undertakes the assembly of a variety of makes of car to help fill the urgent demand for private vehicles.

The 'flagship' of the Leyland truck range is the 55-tonne Marathon 6x4 350 horsepower articulated tractor unit designed to meet trans-African transport requirements pioneered by transport officials in Zimbabwe. It was developed for the local market, using the latest technology available from Leyland Vehicles Ltd. in the United Kingdom. This powerful unit is backed up by the

Boxer, Landmaster, Eland and Super Eland trucks for goods haulage.

Now in volume production is the 75-seat version of a new range of buses, with a normally aspirated engine, and these will be followed early in 1982 by a more powerful turbo-charged unit. The chassis of these buses have been specially modified at the Umtali factory to meet the particular needs of local bus operators in the rural areas for passenger-carrying capacity and strength on unmetalled country roads.

On the agricultural scene, there is a comprehensive range of Leyland tractors, fitted with the latest synchromesh gearbox, ideal for Zimbabwe's rugged farming conditions and able to ensure optimum land preparation for the wide variety of crops grown in this country.

Used in a similar environment, but by no means exclusively so, is the ever-popular Land Rover, the communications vehicle that goes anywhere and helps to speed the development processes in remote areas.

Zimbabwe is the third largest African market for Leyland Vehicles Ltd. Apart from the Manufacturing Division with its factory located in Umtali, there is the Truck and Bus Division which handles the company's marketing operation on a nation-wide basis. The headquarters of

the Division is located in Salisbury, and its dealer branch network provides sales and after-sales service in Bulawayo, Umtali, Gwelo, Sinoia and Fort Victoria, as well as in Salisbury itself. L.V.L. expects the growth of its sales to this company to rise to 850 vehicles per annum by 1986.

BL Zimbabwe's manufacturing operation not only includes production facilities but also originates from local industry many of the components to build their vehicles. These items include tyres, tubes, paint, exhaust systems, radiators, fuel tanks, batteries, cab glass, cab trim and bus bodies. The local content buying amounts to \$250 000 per month, and more than \$1 million-worth of these components are stored at the Umtali plant.

More than 1 200 people are expected to be in the company's employment by the end of 1981, an increase of some 300 since the beginning of the year. This has been a result of the increased foreign currency allocation by Government which will enable the company to double its production at Umtali over last year's. The company's capital investment programme continues, with \$1 million to be spent this year on new equipment. Capital replacement will also cost a considerable sum.



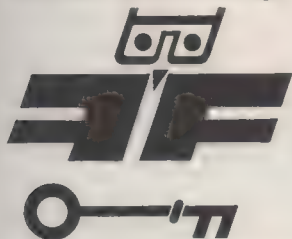
FAWCETT SECURITY

Tel. Bulawayo 86035 + Tel. Salisbury 105307 + Tel. Gwelo 2115

The security specialists



Mr. Roger Jenkins,
Fawcett's General Manager



The Fawcett Security Organisation, following hard on the celebration of twenty-one years of service to Industry and Commerce, this year acquired the total shareholding of Masterson Security Patrols (Pvt) Ltd. in a merger that brought together two of the market leaders in the security industry.

The amalgamation of the personnel and material resources of the two companies ensures the provision of an unrivalled service to their clients old and new.

Thus Fawcetts sustains its momentum in leading the field in the provision of security services to all facets of industrial and commercial enterprise throughout Zimbabwe. The appointment of representatives in the Eastern Districts, Mashonaland, Victoria and Midlands provinces further reinforces our coverage on a national basis.

No one person can hope to be a specialist in every aspect of the security function — covering risk management, access control, fire, health and safety measures, fraud in operation, supervision of visitors or customers, despatch, receipt, and transport risks, to name but a few — and therefore the collective expertise of the Fawcett's team has tangible value to all.

Today, with the challenges that face us in the new Zimbabwe, the manager of any enterprise is fully occupied with the entrepreneurial activities of his business. It is important to the protection of his property and assets that he has contracted to him a professional organisation upon which he can rely for consultation, advice and recommendation in the security field where any variation from the norm can only lead to a loss situation.

The Fawcett's team can provide the manager with a service that thinks security for him. The founder, Ray Fawcett, continues to lead a widely experienced team comprising:

The General Manager, Roger Jenkins, who has been with the company and in the security industry almost since their birth. He has been joined by David de Burgh-Thomas who, on retirement from the Police Force, became the Assistant General Manager. Mr. de Burgh-Thomas' practical and administrative experience in the Police serves him well for the myriad challenges of a modern company now employing well over two thousand security guards in the protection of its clients.

Mr. Mark Doyle, also with twenty years of experience in the Police and the private security industry, becomes the Group Marketing Manager with specific responsibility for consultancy, surveys and client communications. Although based in Bulawayo, Mr. Doyle has a national role and is available on a country-wide basis.

Alan Trowsdale, who has taken over the operation of the Bulawayo Branch, also has considerable Police experience which has clear application to the operation of an expanding branch — expanding particularly in the field of cash protection and transportation, which is one of the most marked areas of increased demand in Matabeleland as indeed throughout the country.

The wealth of security knowledge and experience in Fawcetts is tempered by practical business and managerial ability for, just as man cannot live by bread alone, so no company can exist giving thought only to security considerations. All companies exist to make profit, and this profit must be protected for the well being of all concerned; employees, staff, management and shareholders. Thus,

awareness of, and consideration for, business realities are an integral part of all opinions given and recommendations made to clients.

Equally, a continuing concern for the client's wellbeing is a part of the Fawcett service.

As mentioned, there has been an increase in demand for services related to the protection and transportation of cash and valuables caused by the escalation of criminal threat to these activities. Fawcetts are keeping abreast of commerce and industry's requirements. Its fleet of specially equipped vehicles used in this operation has been greatly enhanced by the commissioning of a 7-tonne vehicle designed and built after intensive research locally and overseas. The new 'flagship' of the Cash-in-Transit (CIT) Fleet incorporates sophisticated protective and alarm devices unrivalled in Zimbabwe.

The concept of an audit for the financial activities of a company has developed over the last century until it has become mandatory that an independent accountant should, at least once a year, inspect the financial activities of the company. The financial activities are only one of the many aspects of a company's operations. Apart from marketing and production which are usually reviewed regularly, it is not unusual for firms to carry out a personnel audit to identify whom they need at present and how to develop for the future.

Such a concept of audit is even more appropriate in security, for not only is the company changing the whole time, but so are the techniques of crime and the measures by which to counter it.

The Fawcetts team of professionals are alive to this concept and in every way dedicated to its implementation in their goal of presenting effective and professional service to their clients.

One of Fawcett's new "Cash-in-Transit" vehicles





Oxyco — telling a part of the gas story



Oxyco means gas: gas means Oxyco — a simple enough formula, but a long way from the full story of the company's involvement in Zimbabwe.

The Oxygen Industries group in Zimbabwe employs about 800 people and is a member of BOC International, the largest organisation of its kind in the world.

Oxyco, as it is better known, has its head offices in Salisbury, with its own outlets and distribution points scattered widely around the country, as well as having four subsidiary companies represented in various parts of Zimbabwe. These are Associated Mining and Electrical Supplies (Pvt) Ltd. (AMES); AMES Chemicals (Pvt) Ltd.; Convex Engineering (Pvt) Ltd.; and Technical Services Africa (Pvt) Ltd.

Oxyco itself is primarily concerned with the production and marketing of industrial, medical and domestic gases, electric and gas welding equipment and medical equipment.

It operates from manufacturing centres in Salisbury, Bulawayo, and Gwelo, with sales outlets in Umtali and Wankie. Around the country there is a network of 46 industrial and 80 Handigas distributors, and an engineering support service in Salisbury.

Continuing after-sales service and research on improved techniques and technological advancements in equipment design and performance is a feature of the company's policies. This can be seen in Oxyco's Gases Division.

The division concentrates on the manufacture and marketing of a broad range of gases to serve industry generally, mining, agriculture, the medical sphere, and the home. Among its products are industrial and medical oxygen in cylinders and liquid oxygen in bulk containers and the bulk supply of oxygen

through pipelines. It also supplies nitrogen in cylinders, liquid nitrogen in bulk containers, and hydrogen in cylinders and by direct pipelines.

Other gases produced and compressed into cylinders include carbon dioxide, dissolved acetylene, nitrous oxide, Entonox, argon and argon mixtures, and special gas and laboratory mixtures. It also supplies liquid carbon dioxide in bulk containers and solid carbon dioxide — dry ice. Under the Handigas label, it markets liquified petroleum gas in both cylinders and bulk containers.

Running parallel to Oxyco's gas production, the Equipment and Consumables Division plays a vital function in supporting many aspects of the manufacturing economy through the marketing of a range of superior quality equipment, particularly in the welding and gas cutting area.

In this field it markets manual and semi-automatic gas cutting and welding machines including TIG and MIG welding equipment. It also markets welding wire suited for a wide variety of applications, among them continuous wire for MIG operations and open arc wires for hard-facing. Gas rods and fluxes, arc welding electrodes and hard-facing consumables are high on the list of its products.

To support the product range and manufacturing operations, the company runs several complementary services, among them a Central Workshop and Customer Installation Department which installs medical and industrial gas reticulation and control systems and vessels for the bulk storage of liquid gases.

It also carries out the servicing and maintenance of customers' gas installations, and has a similar role in in-company plant and installations including the manufacture of parts.

The Accessory Repair Shop looks after the assembly of gas regulators and the repair or reconditioning of industrial and medical gas equipment. An equipment department and a gas cutting department serve other industries and the nation as a whole

is the Welding School which takes in outside welding trainers learning basic and advanced welding. About 700 students pass through the school each year, and the school is a specialised welding school, part of the Oxyco

equipment department. The buying of equipment to be marketed and transported a bulk stores division. It is based in Bulawayo, and serves customers in the three Oxyco regional centres from where it is in turn sold and distributed.

The marketing function itself, organised from Head Office, is divided on a product basis rather than a regional division and involves itself in marketing plans, product ranges and pricing policies, as well as dealing with major contracts, tenders and exports.

The other two most commonly known companies in the group are AMES and AMES Chemicals. AMES, engineers, merchants and importers of a wide variety of equipment and materials through two trading divisions, Mechanical Engineering and Electrical, and the manufacturing division, Convex Engineering, are playing an increasingly important part in the overall operations of the group. The head office is in Bulawayo and there are branches in Salisbury and Que Que.

The Mechanical Engineering Division specialises in a full range of lifting equipment, valves, pumps, mechanical seals and a host of engineering equipment, while the Electrical Division deals with switch boards and motor control designs as well as instrumentation, power factor correction and communications equipment.

AMES Chemicals are importers and merchandisers of a wide range of industrial chemicals. They operate in Salisbury and Bulawayo. Another company, Technical Services Africa (Pvt) Ltd., is best known for its specialist involvement in agricultural chemicals, particularly those relating to the treatment of tobacco — the DOW line is a famous example.


The Medishield Division of Oxyco is a specialist supplier of medical equipment, much of which is used in conjunction with gases supplied by the Gases Division. It markets anaesthetic, lung ventilation, resuscitation, inhalation, respiratory, analgesic, suction and environmental control equipment.

Overall group support services — personnel, finance and administration — are operated from the Salisbury Head Office, tying together the many threads that make up the Oxyco group.

a whole new world of welding from

OXYCO

Tweco
Miller



Oxyco are the sole agents in Zimbabwe for the American firms Miller and Tweco, masters in the field of welding. Tweco's electrode holders, terminal and cable connectors are manufactured to the highest standards of quality and durability. 98% copper alloy is used for its inherent strength and high conductive properties; an exclusive patented cable connection support eliminates strand breakage; Super-Mel insulation has been perfected to withstand arc heat and repeated impact. Details such as these make Tweco a leading welding accessory manufacturer, world-wide. Miller is the largest manufacturer of welding units in the world. Popular Miller products include portable units, petrol and diesel operated, MIG and TIG sets, and wire feeders with a digital display facility on the feed unit. Complete back-up and maintenance of all Tweco and Miller units is just part of the Oxyco service.

Oxyco makes it happen.

BARKER/MCCORMAC OX 130

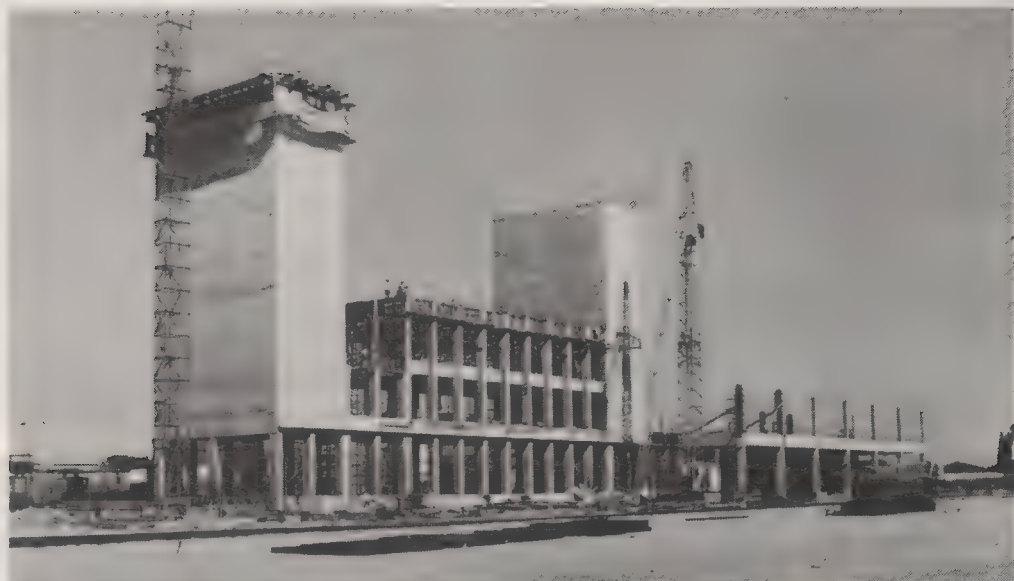


The golden good
taste of the country.



brought home to you by

national Foods Limited



The new maize mill now under construction on the Aspindale development site

national Foods Limited

One of the leading companies in Zimbabwe, National Foods Limited has an enviable record for the services it provides to the nation and its people. Dedicated to the production of high quality foodstuffs for humans and livestock, its products are known throughout the land, through outlets ranging from the most modern supermarket to the more humble country store. Its efficient distribution system brings maize meal, flour, rice, beans, salt and stockfeeds to city, town, village, mine and farm from its chain of mills and depots in every major centre in Zimbabwe.

Over 3 000 men and women are employed by the company in production, distribution and administration. Time and money are spent on training schemes and programmes for them, and management sees this as an investment for the future, not as a present expense. With excellent working conditions and facilities, National Foods is considered by the employment market to be a very desirable organisation for which to work. This is borne out by the low turnover in staff of all categories.

In terms of national development and company expansion, National Foods is also a leader in the field. With a continually and rapidly growing population, and the consequent increasing demand for milled and grain products, a close watch is kept on the capability of the company to meet future demands. To this end, National Foods is presently developing a 20-hectare site at

Aspindale, near Salisbury, at a cost of \$12 million for the first stage, comprising a new malting plant and maize mill and a full range of ancillary services such as rail sidings, silos, boilers, warehouses and canteens. This is the largest single development project to be undertaken by National Foods; and while some equipment is being imported, much of the plant is of local manufacture. In the malting plant, 90% of the content has been made in Zimbabwe.

This complex typifies the company's attention to planning for the future. Apart from the blueprints for immediate operational development, plans for a stockfeeds plant, and a maize oil solvent plant are also on the drawing board for Aspindale. These developments, which will supplement production from the existing premises in Stirling Road and Lytton Road in Salisbury's industrial sites, will create considerable additional employment opportunities.

Plans to expand the company's flour production, using existing premises, are reaching finality. In addition, a hydrogenation and fat splitting plant which will further benefit the oil produced by the existing edible-oil plant is under construction in Bulawayo.

The company's community involvement is as vigorous as its commercial activities, and its national promotion of boxing has been almost entirely responsible for the resurgence of interest in this sport. Whilst sponsorship of professional tournaments that are increasing in status and popularity is the

company's prime purpose, a great deal is also being done to encourage the formation of boxing clubs in schools and to assist the existing amateur clubs.

A series of boxing clinics for interested school teachers is being held in Salisbury and Bulawayo, from which the establishment of further school clubs will spring. The clinics in Salisbury are held in the National Foods Boxing Academy, the company's pavilion in the city's Showgrounds which has been equipped with a ring and training aids, and is regularly used by both professionals and amateurs.

Flour and maize milling are fascinating processes, but the modern technology and skills required are usually little known to the general public. Both the modern methods used and the high degree of training provided by the company are evident in an informative film on wheat flour milling which was made to improve the public's awareness of what is involved. More recently, another film, on the manufacture and optimum use of stockfeeds, has been produced and is being shown by the Department of Information's mobile cinema units to urban and rural audiences. These films are also available for loan to interested organisations and schools.

National Foods is a company dedicated to the manufacture of products of the highest quality and to holding its place as one of the foremost companies in Zimbabwe in the fields of personnel and community relationships.



Bata
industrials



Bata

The Zimbabwe Bata Shoe Company produces more than 600 types and styles of footwear at its Gwelo plant, ranging from infant's shoes to heavy industrial and safety footwear.

Bata general-purpose industrial footwear serves the agricultural, mining and industrial sectors of the economy. For mining and industrial purposes protective footwear is made of rubber and leather.

Safety features found in the footwear include steel toecaps and oil-resistant soles with heat resistant properties.

Rubber gumboots are manufactured to knee-length, three-quarter-length and calf-length depending on the needs of the user.

The Zimbabwe Bata Shoe Company also manufactures job-suited industrial footwear such as wooden clogs for the smelting industry which have steel toecaps and quick-release features.

Bata is the sole manufacturer, in this country, of industrial and safety footwear. The Company works in close conjunction with its sister organisations around the world to produce industrial footwear of a high standard incorporating the latest features.

Here at home in Zimbabwe Bata works in consultation with industrial safety councils and the Zimbabwe Chamber of Mines to ensure that industrial and safety footwear conforms to the highest possible safety requirements.

Above all...



quality



Liebig's make a wide range of choice products to exacting standards.

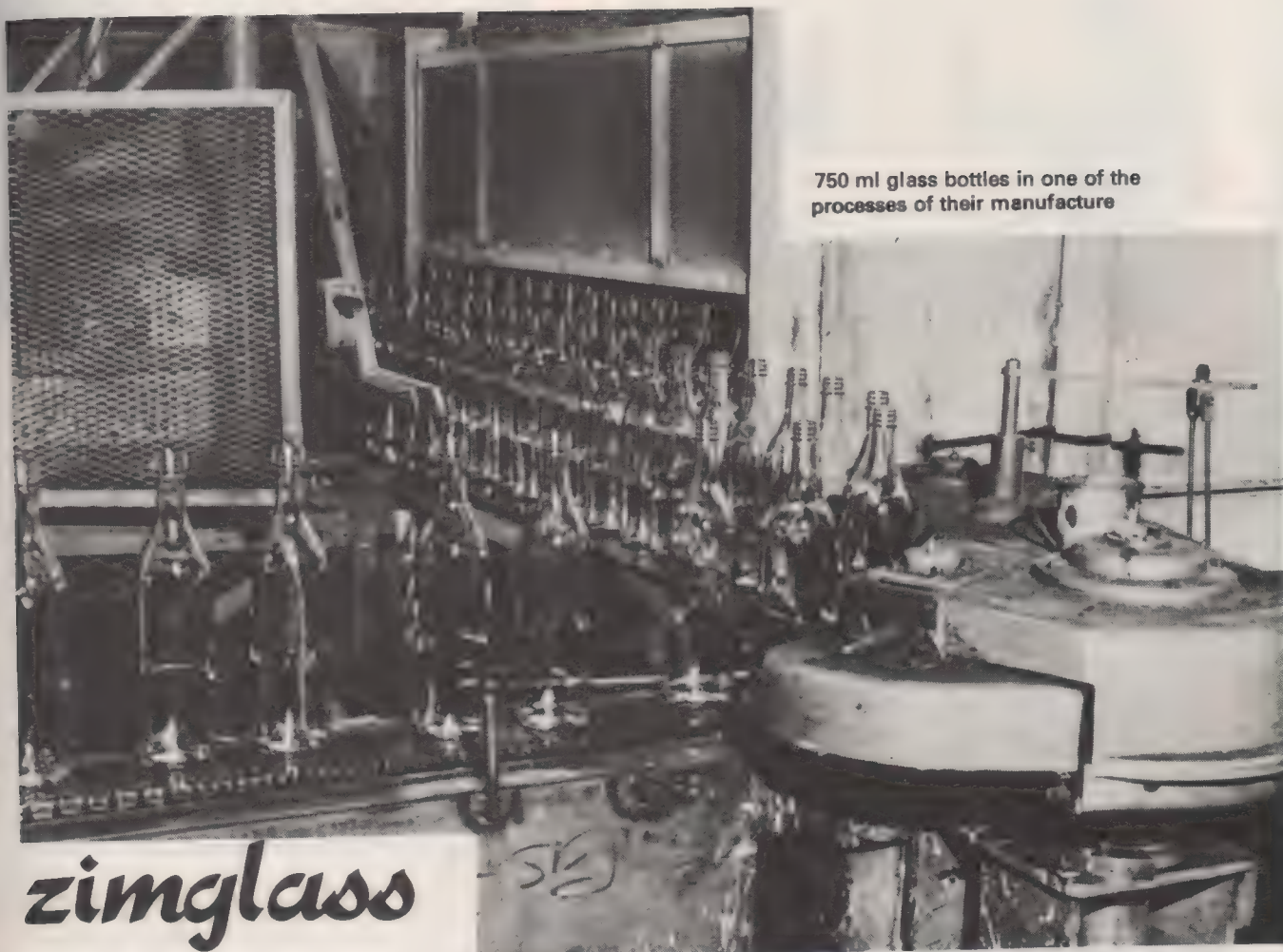
Only the freshest vegetables, the very best meat and the juiciest fruits are used. And that means that when you buy Liebig's products you can be sure of first class quality.

Look for the well-known Liebig's brand names: Oxo, Fray Bentos, Leox, Sun Jams, Cashel Valley, Mrs. Balls, Silver Leaf and All Gold.



Liebig's. Truly fine foods.

Michael Hirst 



750 ml glass bottles in one of the processes of their manufacture

zimglass

GLASS IS TRUTH IN PACKAGING

Zimbabwe Glass Industries Limited was first established in 1961 with the opening of a Marketing Office in Salisbury, and subsequently in 1964/1965 the Glass Factory was erected at Gwelo with the first Zimbabwe-made bottles coming off the machines on 1st August, 1964.

The company operates a Head Office and Marketing Office in Salisbury and the Glass Factory at Gwelo with a staff consisting of 450 employees. In addition a subsidiary company, Industrial Sands (Pvt) Ltd., which mines and beneficiates Silica Sand (the main raw material used in the glass manufacturing process), is established outside Gwelo with a total of 40 employees.

The Factory was originally erected to serve the interests of the then Federation of the Rhodesias and Nyasaland but, following U.D.I. in 1965 and the subsequent closing of the transport routes to the north, the Zambian and Malawi markets were lost. Nevertheless the Factory has, over the years, as a result of a diversification programme and

the development and expansion of the local market, completely recovered its original position and has, in fact, more than doubled its original capacity since its inception. In late 1980 a further amount of Z\$1,6 million was expended to increase the furnace capacity by a further 25% to an average draw level of 90 metric tonnes per day. The Factory operates a continuous process for 24 hours per day, 7 days per week throughout the year and, although bottle weights vary tremendously, this could represent a through-put of up to 550 000 bottles per day.

Apart from the locally mined Silica Sand already mentioned, one of the main ingredients used in the process is recycled or broken waste glass known as "cullet" which is obtained locally from two sources, i.e., recovery of broken and non-reusable bottles from the public sector, through collection from bottling companies, municipal waste dumps and charitable organisations; and so-called "process cullet" which are imperfectly

formed bottles rejected during the manufacturing and quality control process at the Factory itself. The importance of this commodity to the industry can be gauged from the fact that recycled glass represents approximately 25% of our raw material usage and represents a considerable saving in foreign exchange because less raw materials have to be imported.

Although there are other minor ingredients, the main raw materials used in the glass making process are: Sand 45%; Soda Ash 15%; Limestone 10%; Cullet 25%; Feldspar and other 5%.

As melting of the raw materials takes place in a specially constructed melter and is achieved by passing a heavy electric current through the molten glass at between 1 400° and 1 500°C, we are a large consumer of electric power.

Zimglass supplies various consumer industry groups such as Beer, Edible Oil, Food, Fruit Juice/Cordial, Liquor/Wine, Milk, Mineral Waters, and certain Pharmaceutical and Cosmetic fields.



High Performance Liquid Chromatograph with Computerised Intergrator.



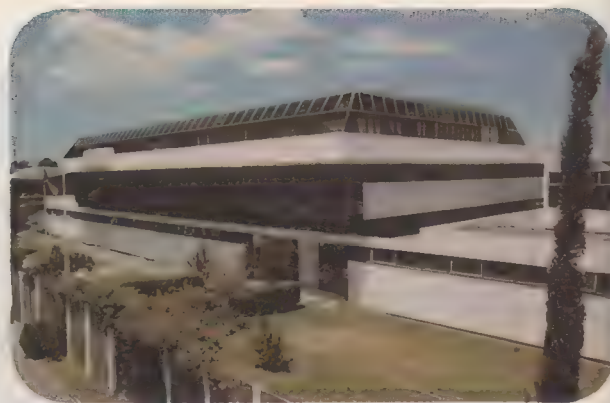
Eprecht Viscometer in use



Q.V. Pharmacy, First Street, Salisbury.



Geddes Bulawayo Office and Warehouse.



Head Office and Factory, Salisbury.

CAPS Holdings Limited is the top company of a group of enterprises in the health care and allied fields, some supplying direct and others supporting services. Quoted on the Zimbabwe Stock Exchange, it is not a subsidiary of any external company and the vast majority of its shares are locally held. Its main activities comprise:—

MANUFACTURING — CAPS (Private) Limited, in its modern factory in Manchester Road, Salisbury, manufactures a wide range of pharmaceutical and allied products. Work on doubling the size of the plant has commenced, combined with a large-scale re-equipment programme. When this development is finished, the CAPS' factory will possess the most advanced pharmaceutical facilities in Africa from the Limpopo to the Sahara.

DISTRIBUTION — CAPS (Private) Limited distributes its products through its own organisation in Zimbabwe and through wholly-owned subsidiary companies in Zambia, Malawi, Botswana and South Africa.

WHOLESALE — At the end of March 1981, CAPS acquired the established firm of pharmaceutical importers and wholesalers, Geddes Limited. This is by far the largest concern of its kind in Zimbabwe. It will continue to operate as an autonomous company providing a vital supply service to pharmacies, clinics, supermarkets etc.



A Typical Dentist's Chair.



28 Years of Progress

in the field of quality pharmaceutical manufacturing in Africa...

RETAILING —Through its operationally independent QV Pharmacy chain, CAPS keeps in close touch with the problems and requirements of retail pharmacists, with whom it strictly avoids any unfair competition.

SERVICE — At the beginning of 1981, CAPS acquired McDonald Medical & Dental Supplies (Private) Limited which supplies all forms of equipment, appliances and instruments for hospitals and clinics and the medical, dental and veterinary professions. It also supplies a wide range of scientific educational equipment and through its subsidiary, Glassblowing Industries (Private) Limited, manufactures a wide range of laboratory and other glassware. A further subsidiary, Aromex (Private) Limited, handles all the group's shipping, clearing and forwarding requirements and provides the same service to a select number of clients.

The CAPS group had a turnover approaching \$20 000 000 at the year ended 31st March 1981 and, with the new acquisitions, this should grow to over \$30 000 000 in the current year. CAPS' range of pharmaceuticals are manufactured under its own name and are largely products which it has itself developed. Thus, the outflow of foreign currency for royalties or for high price materials for a purely finishing operation in Zimbabwe is avoided.

In addition to the exports it makes to its own distributing subsidiaries, CAPS also makes direct exports to Southern African Developing Co-ordination Conference countries and further afield. It aims to increase this direct export business and its organisation has recently been adapted to achieve this. Few other countries in independent Africa have a pharmaceutical industry of any size; most have none at all. Zimbabwe is therefore the logical source of drugs for these countries rather than from the USA or Europe. CAPS expansion programme is planned to keep pace with their needs.

The expanding health care service in Zimbabwe calls for increased institutional demand for drugs, and again CAPS is an obvious source of supply being a large manufacturer and one which is not tied to foreign principals.

Whilst CAPS is primarily a pharmaceutical group, it has a large interest in skin care and other cosmetic products which it prepares and markets for the world-famous house of Lancôme, Paris. In addition, it has developed its own range of products under the name "French Lace". These are extremely popular and hold a large share of the market.

CAPS manufactures its own range of veterinary products and also manufactures for some of the international veterinary houses. Further, it is

heavily involved in the water purification and other public health sectors.

Today, CAPS has a work force of over 800 in Zimbabwe alone and it fully shoulders its responsibilities in the field of community services and staff welfare. It is a leading name in the sporting world through its sponsorship of CAPS United, one of Zimbabwe's top football clubs. The CAPS' group contributes to the training of pharmacy and medical students at the University of Zimbabwe through a long-established system of bursaries. This year it will add bursaries for nursing students.

CAPS is proud of its achievements and particularly proud of making its name known far beyond the borders of Zimbabwe and of being in the position not only to provide almost all of this country's pharmaceutical requirements, but to make massive exports which will enable neighbouring countries to save very large sums of their foreign exchange by "buying African".

CAPS HOLDINGS LIMITED

Manchester Road, Southerton
Salisbury, Zimbabwe
P.O. Box ST 202,
Southerton,
Salisbury
Telephone: 63581
TA: 'Chemcap' Telex: 4146RH



Laboratory Glass Manufacture.



C.A.P.S. United Football Team.



Will the future be worth living? It's up to all of us! Hoechst research.

*We
pronounce it
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In the year 2000 they will be grown up. But will there be good years?

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These are some of the biggest problems and Hoechst people are tackling them the world over. They work to develop better medicines. They search for methods to increase food production.

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Research for the future of
the world's children.

Hoechst



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eric edwards 5044



The giant Hoechst Research Centre in Frankfurt (Main), hub of Hoechst research world-wide

Hoechst



The international chemical giant, Hoechst — which employs more than 186 000 people world-wide and has an annual turnover of DM29 billion — has a unique claim of which it is very proud: the group spends a massive DM1 301 million on research world-wide each year!

Shortage of raw materials and energy, the danger of over-population and hunger, the ravages of civilization and disease — these, and also the aspirations to a constantly rising standard of living, are the problems that Hoechst research is helping to solve.

Research work means teamwork. Experts in the most varied fields work on solutions to increasingly more complex research problems. The chemist forms the first link in the chain. He synthesizes new active ingredients. Physiologists and radiochemists study their effect on the various areas of metabolism; analytical chemists, biologists and toxicologists conduct a large number of tests for efficacy and safety. And, finally, chemical engineers and agronomists work out the practical application methods.

In order that this system of interdisciplinary co-operation can develop its full potential, the Hoechst research groups work in a central complex, which is considered to be one of the largest and most modern research centres on one site in Europe. Experience is shared at an international level.

Hoechst is helping to cure disease: about 30 000 diseases have been diagnosed so far, but many of them cannot yet be cured. Hoechst research is making a contribution towards improving diagnostic techniques and providing new medicines with which to eliminate sickness.

Hoechst is helping to safeguard nutrition; hundreds of millions of people are undernourished because nearly one-third of the world harvests are destroyed by pests. Hoechst research is developing new active ingredients for crop protection.

Hoechst is helping to make new energy and raw material sources accessible and developing new processes with which to utilize the existing ones more efficiently.

Hoechst is helping to improve communications; billions of items of information have to be recorded,

transmitted and made accessible. Hoechst research is developing new means of communication which serve to improve and speed up the transmission of information.

Hoechst is helping to protect the environment from noxious substances. We know how important it is to reduce environmental pollution. Hoechst research is developing processes for waste-water treatment and the prevention of air pollution, as well as new production processes which take into account the demand of environmental protection.

In every field, Hoechst Zimbabwe (Pvt) Ltd. enjoys the complete back-up of Hoechst. In agriculture, veterinary, pharmaceutical, and a wide range of industrial chemicals, Hoechst products in Zimbabwe meet the same high standards in research, development and service that Hoechst customers world-wide have come to expect. Hoechst is committed — especially in developing countries — to people-orientated service, no less in Zimbabwe than the rest of Africa, and throughout the international community.



Feeding the nation



Feeding a young, vigorous, growing population of over eight million is the challenge facing Zimbabwe today. Foremost in meeting that challenge is the country's largest, oldest established, locally owned processor of primary produce, Blue Ribbon Foods Ltd.

Blue Ribbon is primarily involved in processing the nation's staple foodstuffs, milling maize and wheat, in expressing oil for human consumption and for soap from locally grown oil seeds, and in the manufacture of stockfeeds for the nation's beef and dairy herds and poultry industry from the by-products of milling and oil expressing.

In addition Blue Ribbon has its own bakeries, and produces eggs, and parent stock and day old chicks for the broiler and layer industries. More recently we have diversified into cosmetics and into the production of flexible packaging for an extensive range of agricultural and commercial applications; Blue Ribbon was the first to manufacture polywoven bags in Zimbabwe.

Blue Ribbon is totally committed to the growth and future prosperity of Zimbabwe. We have major investment programmes planned to meet the nation's, and the surrounding region's, growing requirements for the wide range of staple commodities which we produce. We employ over 5 000 people and are firmly committed to the development of Zimbabwean talent to meet our future skills requirements.

With its wide product base and range of expertise Blue Ribbon Foods is well

BLUE RIBBON FOODS

qualified to meet the dual challenge of feeding the nation, and of feeding the region as a whole. If you would like to know more about Blue Ribbon Foods, either as a supplier or customer, please contact the Managing Director, Blue Ribbon Foods, P.O. Box 4350 Salisbury, telephone Sby. 702698, Telex 4-581 RH Sby., Zimbabwe.

*A member of the
TA Group of Companies

Blue Ribbon Foods

Since its incorporation little more than one year ago, Blue Ribbon Foods, a T A subsidiary, and the largest Zimbabwean-owned food company, has embarked on a comprehensive investment and development programme to ensure that its production facilities meet the nation's requirements well into the next decade, and also to ensure that substantial shares of the markets for staple commodities remain in Zimbabwean hands.

Blue Ribbon Foods was formed by the amalgamation of Wightmans Ltd. and the interest of Repcor Corporation, principally United Refineries and Highfield Bag Ltd. Since amalgamation, the group has been re-structured and, under new management, has developed long term strategic plans for each of its four operating divisions; milling, packaging, agricultural interests, and oil expressing. These plans involve massive and sustained investment in all major operating areas to ensure that Blue Ribbon has the capacity to meet growth in demand for its products and has the most modern and efficient plant available. These are the highlights of the three specific current development projects:

1. New Stockfeeds Plants for Blue Ribbon Agricultural Division

Wightmans, for many years a familiar name in the animal feed business in Zimbabwe, has taken on a new lease of life since the T A Group, through its subsidiary, Blue Ribbon Foods, acquired a controlling interest in the company. Wightmans stockfeeds are now marketed by the Agricultural Division of Blue Ribbon Foods.

Major investment projects, both in Salisbury and Bulawayo, are under way to modernize facilities to enable the company to increase production to meet future demand and to offer a more comprehensive range of products and more efficient service to the farming community.

In Salisbury, this involves the relocation of the entire animal feeds business at the industrial sites in Msasa. Not least of the benefits accruing from this move to more spacious premises will be a dramatic improvement in



The giant stockfeed plant of Wightmans in Bulawayo which came on stream recently

turn-round time for the farmer collecting his own feed.

In Bulawayo, an entire new stock feed plant has been commissioned for the Agricultural Division at the United Refineries complex at the Kelvin industrial sites. United Refineries are expressors of oil seeds, and thus provide an economic source of raw materials to enable the company to service the requirements of the farming community in Matabeleland more effectively and economically.

2. New Polyweave Plant for Highfield Bag (Packaging Division)

The Highfield Bag Division of Blue Ribbon Foods, manufacturers of plastic and hessian packaging, scored an important 'first', both for the T A Group and for Zimbabwe, with the arrival of the first plant for the manufacture of polywoven packaging in this country.

Polywoven bags and sheeting are manufactured from tapes extruded from polypropylene or polyethylene, and represent a significant advance on traditional hessian or polythene packaging, in that they are lighter, stronger and cheaper for a given application, and both more durable and

versatile. Local applications for polywoven bags range from roller meal to asbestos, fertilizer and even cement. Export enquiries have already been received from as far afield as North Africa and the Middle East.

The introduction of polywoven materials will lead to significant savings in foreign exchange through local manufacture of previously imported packaging, and has created considerable employment opportunities in Bulawayo, where the plant is situated. All operating personnel have been employed and trained locally.


This substantial investment in advanced technology by the locally owned T A Group is a practical expression of the group's confidence in, and commitment to, the future prosperity of Zimbabwe.

3. New Wheat Mill for Milling Division

In course of erection in Salisbury, Blue Ribbon's new wheat mill will substantially increase the nation's milling capacity and enable the industry to satisfy the nation's burgeoning demand for bread which is rapidly becoming the staple item of diet for both urban and rural populations.

The newly installed polyweave plant of Highfield Bag Company in Bulawayo, showing a section of the process





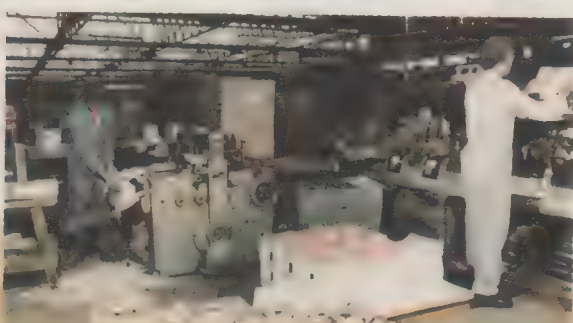
With print we project
the new image of
a young dynamic
Zimbabwe

One of the bird carvings found
at Great Zimbabwe, a symbol of
the past, yet an emblem
of a great future.

Apart from the newspapers, the printing industry in this country has evolved from the purveyors of simple jobbing produced on uncomplicated machines to the manufacture of almost every customer need, using sophisticated equipment and refinements which in general compare with anywhere else in the world.

Mardon's have always been in the vanguard in providing the market with items that were previously imported — postage stamps, playing cards, printed circuits and educational textbooks to name but a few. Looking back they admit a naivety in some of the enterprises not realising the difficulties which were to be encountered, but once having embarked on them the methods were gradually perfected with the combined ingenuity of their engineering staff and journeymen and, of course, with the aid of machinery which over the years has progressed with an alarming sophistication.

A random list of Mardon's products will tell its own story. Cartons, folding boxes, labels and wrappers for the soap, detergent, tobacco, brewing, food and confectionery industries, some of which are designed by their resident Studio and originated in their own Photolitho Reproduction department; about 30 weekly, fortnightly and monthly magazines and newspapers, many in multi-colour, much of which is produced on the mighty Web Offset machine housed in its own building. Mardon's are the suppliers of cheques to the majority of banks within the country, the main producers of textbooks for African education and one of its subsidiaries in Bulawayo supplies a large portion of the continuous stationery requirements of the country. Add jobbing stationery, calendars, greeting cards, brochures, air letter forms, security printing, maps, bibles, plastic protractors, metal signs, plastic engraving, bottle printing, tee-shirt printing and jig-saw puzzles and this will give an idea of the variety of work undertaken.



Mardon

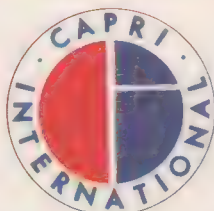
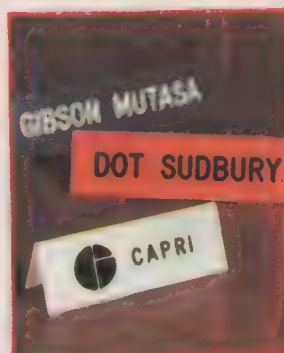
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Telephone 69954
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...and this is capri

Manufacturers of refrigerators, deep freezers, neon fluorescent and illuminated signs, steel furniture, perspex lettering, name plates, number plates and road signs.



CAPRI INTERNATIONAL LIMITED

Hatfield Road, Box 690, Salisbury, Zimbabwe.
Telephone: 761131 Cables 'Direct' Telex: 4124 RH

SSC&B:LINTAS 2456



Capri International this year celebrates 30 years' service to the Zimbabwean community with a track record which few companies could hope to match.

The company started as a small firm of sign makers with 22 staff, and are today the largest neon fluorescent sign makers in Zimbabwe as well as being manufacturers of modern electrical appliances and outdoor furniture.

As part of their policy of expansion, Capri recently expanded into the site adjacent to its factory on Hatfield Road, Salisbury, increasing the factory and office space to 13 000 square metres. Staff facilities are planned to include a canteen and projector room.

The Executive Chairman, Mr. Bob Matthews, stressed recently that the firm was completely committed to the country and that Capri's expansion would continue in the future because of the need to create employment.

"Industries like ourselves which are prepared to expand and diversify are giving Zimbabwe a head start over other countries at the time of their independence," he said.

Soon after the company was formed under the name of Neon Fluorescent, it expanded into Zambia, Kenya and Tanzania. With the expansion, the company began to produce illuminated signs, vehicle number plates, chevrons, traffic signs and silk screening.

During the years of sanctions, the company had to look inwards and analyse the available talents and skills together with the capabilities of their existing machinery. They discovered they had know-how in plastics, metal, enamel and electrics.

The company began producing refrigerators and deep freezers; and the name Capri was adopted. Capri today is a household name, with its appliances being marketed under the Capri, GEC and Electrolux labels.

To improve efficiency and productivity, the firm has been reorganised into the Appliance, Signs, and Service Divisions.

Capri has made a great impact on the garden and steel furniture market with new designs and ideas constantly being introduced, including the new service trolley, and folding bunk-bed: soon to be introduced is a range of versatile furniture for easy storage and carriage.

Earlier this year, Lord Nelson, the Chairman of the GEC — the giant world-wide electronics group — saw the

manufacture of GEC refrigerators and deep freezers at the Capri factory. Capri is the sole manufacturer of GEC domestic appliances in Zimbabwe.

Capri has also become a foreign currency earner. From its wire and tubular furniture division alone about 1 000 sets of garden furniture are exported each month.

Mr. Matthews said: "Our management has always been conscious of the need for new product development. We will continue to employ staff in future who can meet this requirement".

Lord Nelson (right) pictured here during his Zimbabwe visit with Mr. Alan Lester (centre) of GEC Zimbabwe and Mr. Bob Matthews (left)

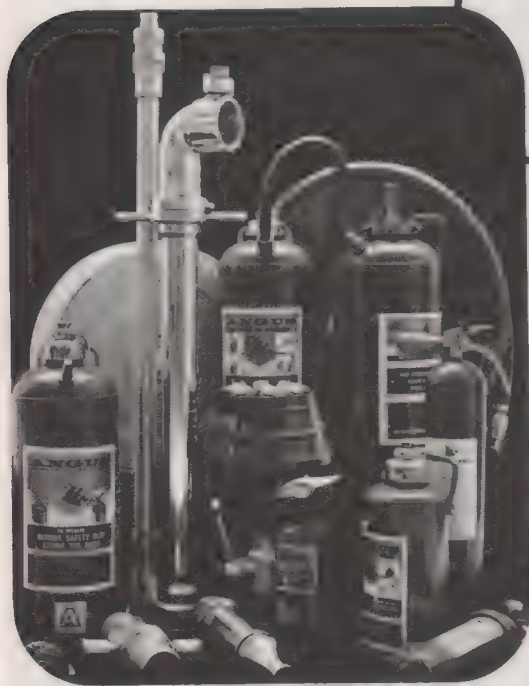


HYDRAULIC PACKING & OIL SEALS

by

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Thoms



A multi-storey departmental store with office accommodation being erected in Salisbury

CONSTRUCTION

Zimbabwe's construction plans have three major objectives. They are to rebuild the destruction caused by the seven-year war, to provide adequate accommodation for the increasing population, and to cater for the work and leisure time requirements — nationally and internationally — of a developing country's residents and overseas visitors.

A Z\$942-million, five-year government plan to overcome the critical housing shortage has been drawn up. The national backlog has been estimated at 60 000 units.

In March, 1981, there were 17 000 Salisbury families, all employed in the city, on the Salisbury housing list; but the figure was estimated by officials to be "almost certainly unreliably low". This was borne out by the demand from 28 000 applicants when a new scheme in the city's Warren Park area was announced.

About 100 000 existing houses throughout the country require electrification at an estimated cost of Z\$30 million over the five-year period.

The development programme involves the construction of 167 000 houses at an estimated cost of Z\$771,5 million. In addition to this programme, the Government hopes to provide funds for home-owners who wish to extend, for example, the ultra low-cost core or standard core houses. (A core house is a unit on which the owner can add extra rooms and facilities.)

Loans of the order of Z\$1 200 in respect of the ultra low-cost type and Z\$1 500 for standard core type properties have been suggested, and the total capital provision for the scheme, spread over five years, would amount to a further Z\$140,3 million.

Building plans approved for the eight major centres, other towns, rural councils and other areas in 1980 amounted to Z\$152 401 000. Of these, Salisbury contributed Z\$93 498 000, and Bulawayo Z\$27 663 000. The figures for the first four

months of 1981 compared to the same period last year were Z\$55 652 000 and Z\$58 155 000 respectively.

A breakdown of the figures into industrial, commercial, residential and "other" for the period January to May 1981 shows Z\$12 331 000, Z\$8 578 000, Z\$22 923 000 and Z\$11 820 000 respectively, giving a total of Z\$55 652 000 as opposed to the same period last year when the total was Z\$58 155 000. Despite the apparent shortfall on the previous year, the figures for industrial, commercial and residential building plans were higher.

Construction is under way in Salisbury on a 20-storey Government office block. It will take an estimated three-and-a-half years to complete at a cost of Z\$12,25 million. It will contain 38 000 m² of office accommodation and will be used to serve several ministries.

Tourism is poised for a postwar boom, and the need for additional hotel accommodation and the ancillaries of conference room space and communications links also have a high priority.

The Government is to participate in two major hotel and conference centre developments in Salisbury. They are the proposed scheme for a Civic Centre Site and a new Holiday Inn. The total value of both projects is in the region of Z\$43,5 million. The Government is expected to take a 40 per cent share in each.

One scheme, a 300-bedroom, five-star hotel, plus conference centre with seating for 2 000, will cost an estimated Z\$30 million, according to the architects. The 14-storey building will contain 25 VIP suites, a nightclub, swimming pool, three restaurants, three bars and shops.

The conference centre will consist of a main plenary hall with

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Manufacturers of toughened and laminated safety glass in the automotive, architectural, industrial and security field.

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30 flexible conference rooms over two floors. A fully international telecommunications network will be installed. Closed circuit television and special interview rooms will be provided. It is anticipated that the urgently needed conference centre will be built first. It will take about twelve months to erect. The hotel project is expected to take two years.

The Minister of Information and Tourism, Dr. Nathan Shamuyarira, revealed in May, 1981, that the Government was negotiating for assistance from "a friendly country", experienced in the construction of such centres. He declined to name the country.

A member of the Salisbury City Council described how he envisaged the scheme. "We will be looking for a project that will create the best, most beautiful and magnificent conference centre in the whole of Africa," said Alderman Ronald Cowan.

"We want very prestigious buildings, a five-star hotel and a conference centre comparable to, or better than, the Kenyatta complex in Nairobi — something that will really put Salisbury on the map."

Construction of the Holiday Inn is scheduled to begin in December, 1981, according to Mr. Robin Bailey, of Rennies Zimbabwe Ltd., the franchise-holder. Building costs are estimated at Z\$11 million plus a further Z\$2,5 million, including working capital for furnishings, fixtures, fittings and stocks.

The hotel will have 200 bedrooms, a swimming pool, two restaurants, parking for 130 cars, and conference facilities. The conference centre, said Mr. Bailey, is expected to provide seating for up to 500 people. It will consist of three public meeting rooms, one of which will be a large hall. Besides the usual communications facilities, language translation services will be provided.

Bulawayo's Churchill Arms Hotel, in mothballs for six years, was re-opened in time for the 1981 Trade Fair. Other renowned hotels re-opened during the year in many centres, including Fort Victoria, Selukwe and Karoi.

The Government plans to build an estate of 10 000 houses between Mufakose and Dzivaresekwa, on the outskirts of

Salisbury, it was announced in August. It will form a new suburb of the city.

The western estate is the second new suburb to be announced by the Government in ten months — Hatcliffe, near Borrowdale, being the first. There, 500 ultra low-cost houses will provide homes for workers and their families in the north of the city.

Both schemes are being planned by the housing development services branch of the Ministry of Local Government and Housing.

Housing schemes are being undertaken throughout the country. Approximately 200 low-cost, two-room houses have been completed in Mucheke, outside Fort Victoria; but 2 000 people are still on the waiting list.

The United Nations Development Programme is to participate in the construction of about 1 200 low-cost houses in Que Que, in the Midlands, it was announced in July.

The Town Clerk, Mr. Joseph Bere, said the project, which was expected to begin before the end of 1981, would be undertaken jointly with the Government. When the scheme was completed, it would "virtually lift the long-standing housing problem off our backs".

The Government has also allocated Z\$1 million to reduce the housing deficit, and work is under way on 500 ultra low-cost houses in the municipality.

He also announced that work on a Z\$8 million pipeline would soon boost the town's water supply.

Work was progressing well mid-year on the first stage of the Bulawayo City Council's Emakhendi four-village complex. On completion, the new western suburbs will be developed in four stages — termed villages. The first phase will contain 900 dwelling units, and the entire scheme will comprise 3 916 stands.

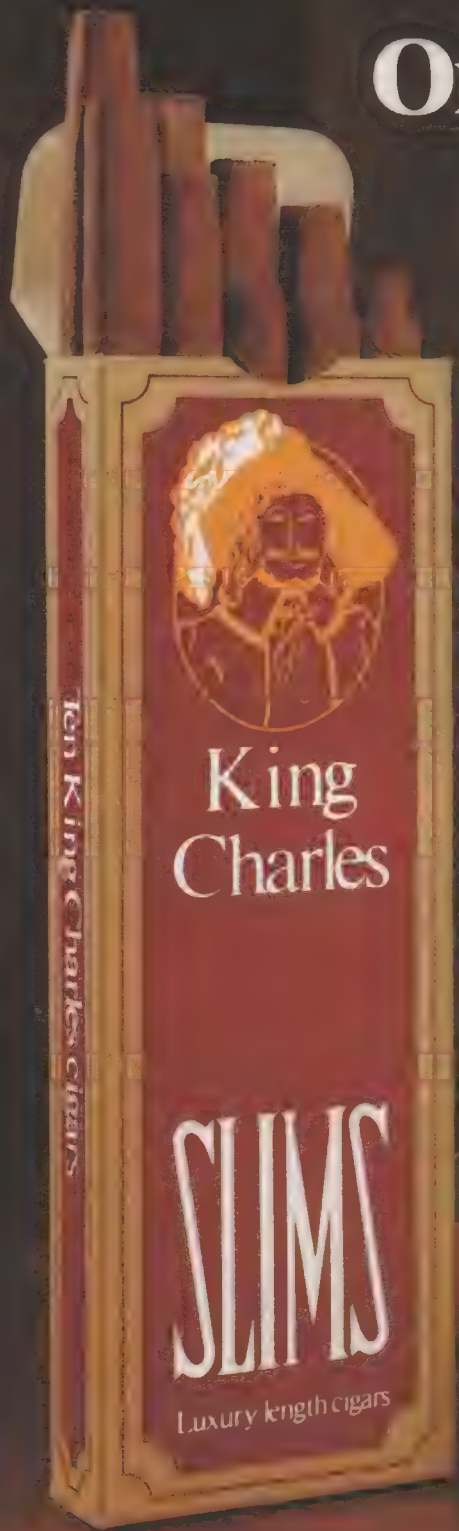
The task of construction and reconstruction on a national scale is unending — and in a developing country, it is beset by problems not found in a more sophisticated environment. It reflects so much more credit on Zimbabwe, therefore, that the work is progressing so quickly and so well.

In the rural areas, the need is for schools and clinics. At Camp Haven — some 70 km from Salisbury — Danish volunteers help residents to erect a new school building



One of life's pleasures

Luxury length King Charles Slims. Very smooth, very mild. Blended in the international tradition and wrapped in natural leaf. Distinguished, in packs of ten.



King Charles Slims. Luxury length cigars



From the early days of the tobacco industry in Zimbabwe, interest was shown in growing cigar leaf, but none of the small scale experiments led to the establishment of a viable cigar industry.

Following the growth in popularity, internationally, of small cigars in the early 1960's, BAT began to investigate the possibility of manufacturing cigars in Zimbabwe.

At that stage, the domestic market was entirely reliant upon imports from a number of sources, but investigations indicated that local manufacture would be viable.

In all facets of the project it was necessary to start from scratch, and in 1965 BAT approached the Tobacco Research Board and obtained its assistance in the growing of cigar filler leaf.

The Research Board obtained seeds of the Wisconsin 26 variety, and in 1966 this was planted on a modest scale in the Lowveld which appeared to have the right climatic conditions, while irrigation was also available. At the same time, experimental plantings of various other varieties of cigar filler leaf was undertaken at a Research Station for an assessment of quality and for the collection of seed.

Leaf from the Lowveld crop became available to BAT in 1967 and this was followed by extensive experimental work with regard to handling, fermentation and blending. Some six months were spent in formulating and testing a cigar with the desired qualities.

Consideration was given to the first type of product to be introduced on to the local market, and it was finally agreed to produce a filter tip cigar with a plastic mouthpiece and homogenised wrapper. This decision was based on the belief that such a product would have a wider appeal than the traditional plain cigar to a market more accustomed to cigarettes.

It was necessary to import the homogenised wrapper and filter tow, but the plastic mouthpieces and all other product content were obtained locally. This product was eventually introduced in April 1968 under the brand name "Country Club" in 5's and 10's packs. Country Club met with a very good response from consumers, although it was inevitably regarded as a somewhat exotic product by the traditional cigar smoker, but it did appeal to a wide range

of consumers, including women.

Following the successful outcome of the experiments, it was decided to produce the crop commercially on an extended acreage over the 1968/69 season. For this purpose, growers were selected in five different parts of the country in order to test growing conditions in different areas and also to spread the risk should the crop be poor in any one district.

It was not possible to import cigar making machinery and therefore the company's workshops had to adapt certain existing machinery and fabricate new equipment to handle the manufacture of cigars. In spite of some gloomy predictions, this local machinery proved to be entirely successful. In 1969, complete new fermentation facilities were installed to cope with the larger crop.

The next stage was to prepare for the introduction of a traditional plain cigar. Again much experimentation was undertaken and many alternative blends produced which were tested on an external panel of cigar smokers.

These experiments led in 1970 to the introduction of a mild plain Short Panatella cigar marketed under the brand name "Eldorado". For technical reasons, this brand had to be in packs of 8's, but it was economically priced and immediately successful. It subsequently became the country's most popular plain cigar. The following year, the range was extended by the introduction of a Senorita type cigar, again marketed under the Eldorado name.

Both the above cigars used the imported homogenised wrapper around the local filler and next consideration was given to completely eliminating the imported content by growing natural wrapper locally.

Again the assistance of the Tobacco Research Board was sought, together with the co-operation of growers willing to experiment with the new crop. The company supplied the farmers with the necessary muslin and support for the 'tents' under which the leaf was grown and then the techniques of propagating Connecticut style shade grown wrapper leaf had to be acquired.

When reaped, the selected leaves were cured in a modified Burley type barn before being delivered to BAT.

The first wrapper leaf crop was grown in 1971, and at the end of the following year, a new range of plain cigars was introduced. These all used the locally grown natural wrapper and were marketed under the "Van Goyen" name in Short Panatella, Senorita and Petit Bouquet formats in 10's packings.

At about the same time, little filter cigarlets were growing in popularity in various countries and it was decided to produce such a product locally. Further

experimentation led to the introduction of a 79 mm cigarlet, with a 15 mm brown filter, but manufactured by the traditional shattered leaf process. The brand was marketed as "Country Club Minors" in 20's HLP's and this became the most popular of the cigar products, due to the opportunity of pricing the brand on a par with cigarettes.

More recently, a Slim Panatella has been introduced, using a natural wrapper and a new brand name, "King Charles". A Slim Panatella is a particularly popular format with younger cigar smokers.

Over the years that the cigar industry has developed, we have had the benefit of the virtual disappearance of imported cigars, due to foreign exchange restrictions and therefore have acquired virtually 100% of the market.

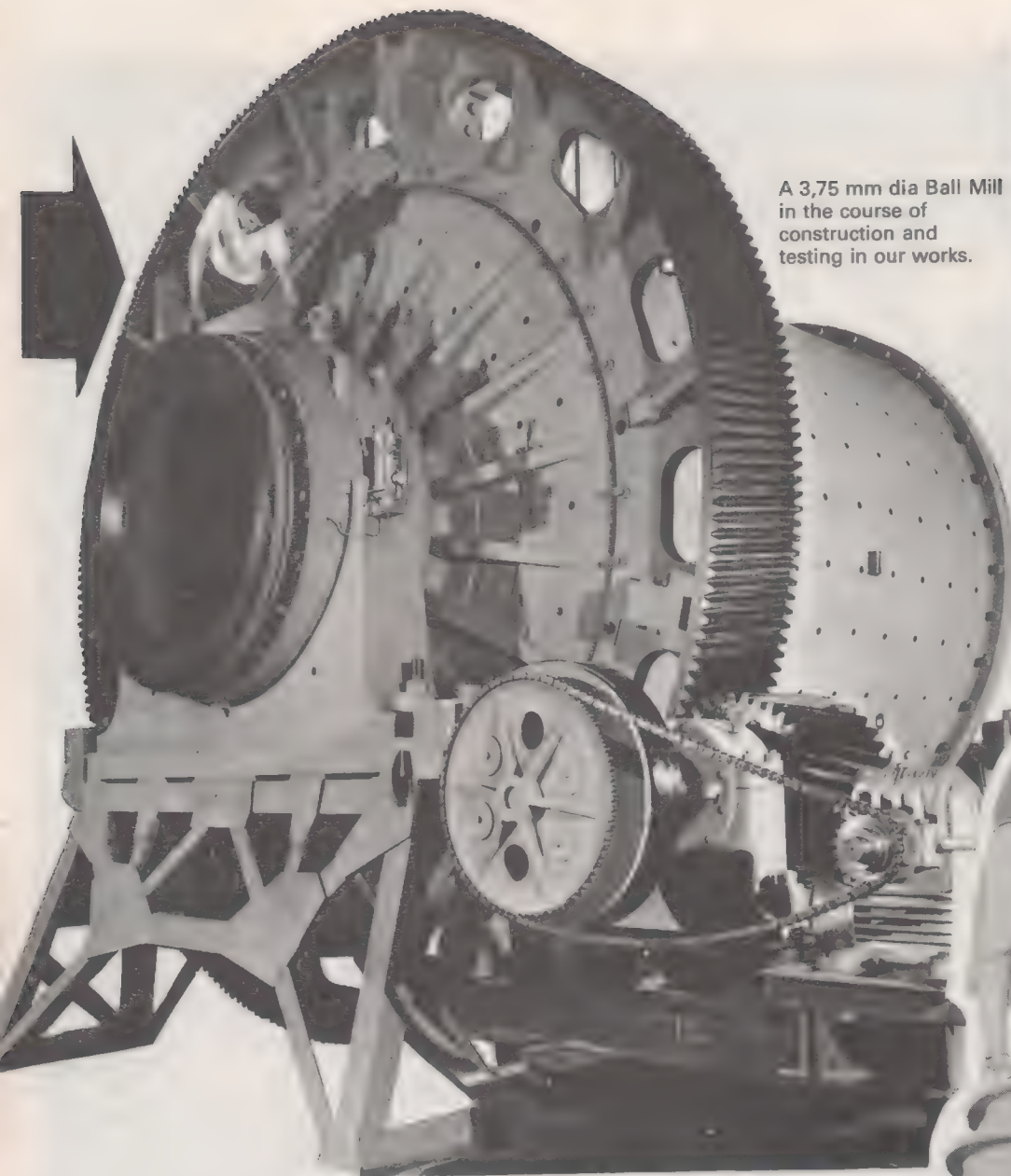
The size of the market meant that only low levels of expenditure could be justified for advertising. For this reason, the brands were grouped together in families, covering the filter/cheaper, plain/medium and natural wrap/higher priced market segments. It has been possible to create separate images for each of these "families" which have received low frequency magazine and radio support, with added weight and special campaigns over the Christmas season when demand nearly doubles through purchases as gifts.

Throughout the early years of the development of the industry, it also received extensive public relations coverage which assisted considerably in the promotion of the brand and which also reflected favourably on the company.

Cigar smokers represent a particularly conservative market and the product has definite "snob" connotations, being associated with certain rituals. It would therefore admittedly be more difficult to establish new local brands had the well entrenched imported brands been freely available. Pricing would then have been the major factor. The local cigar brands are still relatively inexpensive ranging from 42c (30p) for 20 for Country Club Minors, to 68c (48p) for 8 Eldorado Short Panatellas, to \$1,10c (77p) for 10 King Charles Slims.

In comparison to the cigarette market, the cigar market is of minor significance, but it remains a natural and profitable form of diversification which has also provided export opportunities.

Over the past 15 years, this has been a pioneering effort, starting with a small quantity of seed, leading to new techniques in cultivation and the fabrication of new machinery, and finally to the introduction of completely new brands. The products are now established in their own right and will be able to withstand the competition of imported brands.



A 3,75 mm dia Ball Mill in the course of construction and testing in our works.



A large sugar crushing roll used in the production of Sugar, Molasses.

Custom built Crane

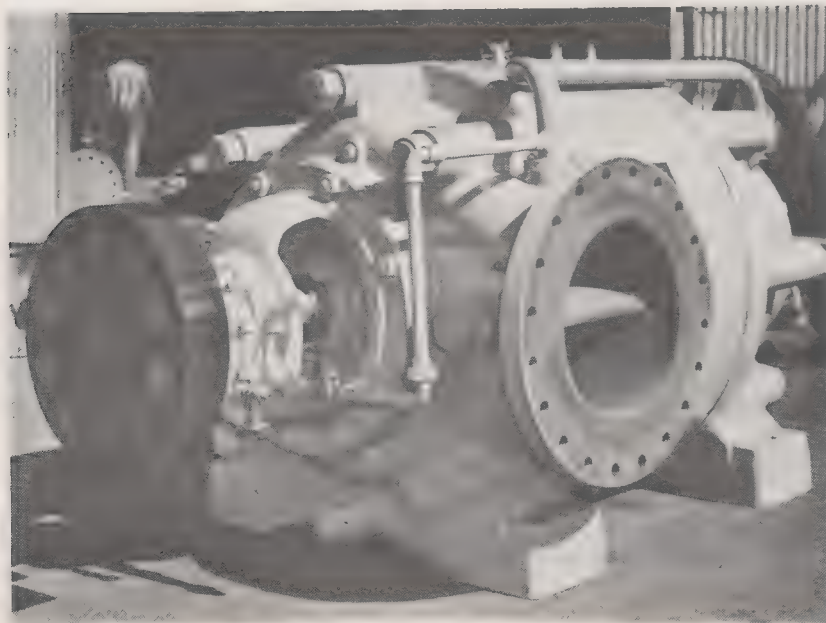
— every picture a story of the jobs undertaken by our company — the skill and dedication passed on by father and son, and now a tradition synonymous with the greatness of this great



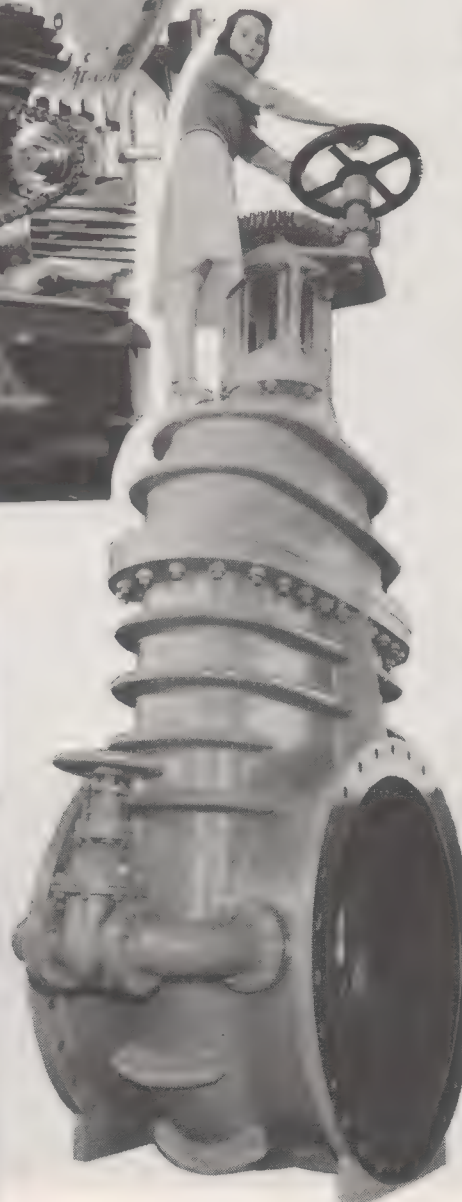
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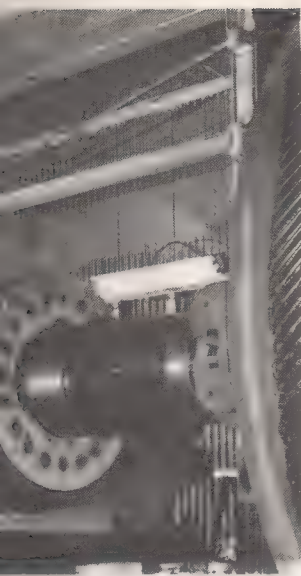


One of several 3 stage 16" dia. suction pumps for a City Waterworks manufactured as a sub contract to an external manufacturer.



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An overseas design of pump one of three specially manufactured by us. Each pump is designed to deliver 55 m³/min at 115 metre head when driven by a 1450 kW motor.



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5 m dia Gear Ring cast in our foundry and machined in one of our lathes.

Let your imagination run riot



We do not, never have, and positively never will make marmalade, industrial rubber or otherwise. But still you will be astonished to learn how we have diversified in the past decade.

Once we only made tyres. Now we make a very large range of rubber-based products and components, things like 25 types of hose, extrusions, industrial mouldings, sheeting, chemical plant linings, adhesives, motor accessories, sports goods and many others.

We do not wish to leave the range where it is. We intend to expand further and to save even more foreign exchange and employ more people. So if you have something which could be made from rubber, or if you use imported rubber components which could be substituted, we'd like to talk to you.

Come in and have a cup of tea, and perhaps, a slice of toast and marm... er peanut butter with us.



A great name in rubber.



"Dunlop will grow with Zimbabwe" is the slogan which the Dunlop group in Zimbabwe adopted towards the end of 1980.

It has long been a major industry in the country; and it put a seal on this involvement by going public around that time.

The Managing Director, Mr. Geoff Lawrence, said "We see the growth of Dunlop as being synonymous with that of the nation".

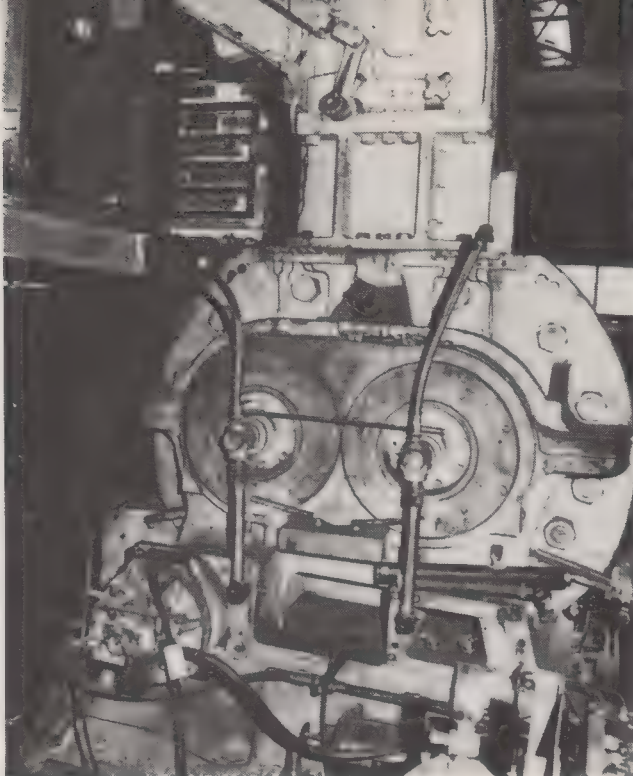
True to the slogan, Dunlop Zimbabwe is now moving ahead with an ambitious expansion and development programme which includes the installation of a \$750 000 rubber compound mixer and the construction of a \$100 000 training school.

On the administrative side, a new office block costing \$250 000 is shortly to be completed. It is designed to accommodate the expansion of the accounting and personnel staff and to make provision for computer facilities.

Keith Stewart, Dunlop's Industrial Engineer, commented on the programme, "It began in earnest last year, and altogether we expected to spend \$14 million by the end of 1981. One of the most important additions to our machinery is the new Banbury rubber compound mixer which will increase our rubber mixing capacity. It is a fast, modern machine which is going to make a big difference when it comes on stream. We have been running an older machine seven days a week to keep up production and this will relieve our overtime. Mixing capacity is the main limiting factor in production at the moment."

Another addition is a Banner bias cutting machine, which came from Britain. This was necessary to improve the flow in the ply-cutting section. The machinery had to be refurbished by technicians at Dunlop when it arrived.

Mr Stewart said the next problem to be faced would be in the moulding capacity. Dunlop is hoping to get extra moulding presses for truck and tractor tyres next year and this would, among other things, enable the factory to produce a large tractor tyre for the powerful new tractors which are now available.



Installation of new Banbury compound mixer

"If we get this equipment, we are going to have to expand and re-arrange our factory layout, because we would put in other locally made new machines."

Machines to be installed include a new moulding press for inner tubes, a uniformity testing machine to check the tolerances on radial car tyres, a cold feed extruder complex for improved and more accurate components, and a second tyre bead making machine.

As with other companies, Dunlop is experiencing a shortage of artisans in the country. To alleviate the situation, the training school is being set up to increase and improve training and the capabilities of semi-skilled personnel who work for Dunlop. The school will have a machine shop and full time lecturer-instructor so that apprentices and others will be under instruction all the time they are there. This training will provide a much needed service to the community. The company also sees its social responsibility by providing free adult education for company workers, and it is developing the use of video for on-the-job training.

From film, workers can spot their mistakes and match their performance with that of their colleagues — all with the enjoyment of watching TV!

Overall, Dunlop Zimbabwe wants to see itself in the position to exploit the export opportunities that are readily before it. It has already notched up export successes in Malawi, Zambia, Tanzania and Thailand — in Malawi, for example, competing with 17 other manufacturers, including some from Japan, Taiwan, Korea and South Africa. Mr. Lawrence said "Not only do we have to compete with international suppliers in price, but our tyres and patterns and the standard of manufacture have to match those from more sophisticated sources."

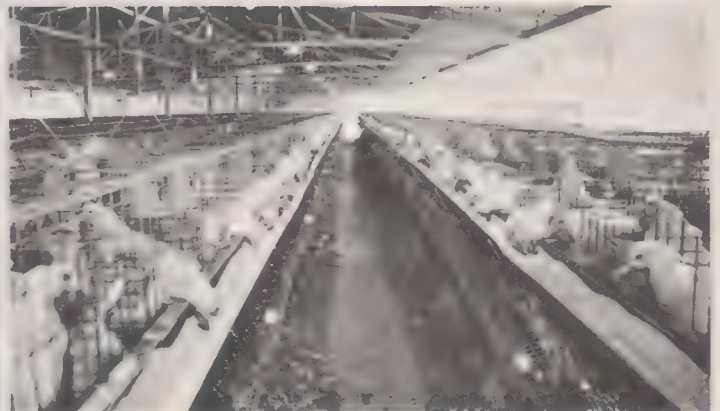
Besides tyres, there are few areas of Zimbabwean life that Dunlop is not connected with. These include a wide range of industrial applications, and, of course, the well known Dunlop sports goods. Zimbabweans are sports lovers — and Dunlop aims to keep them all well supplied.

Electronic testing of radial tyres for uniformity



QUALITY PRODUCTS

FROM WIRO'S WONDERFUL WORLD OF WIRE



catering for:

- General Industry
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- Hospitals and Clinics
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- and thousands of other lines made from wire, angle iron, round or square tubing.

WUP

WiroPlastics



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A member of the Nedlaw group of companies.



Shopfittings — one of the many lines manufactured by Wiroplastics

WIP



Wiro Plastics

Wiro's Wonderful World of Wire

Wiroplastics is a division of Saltrama Plastex, and both are part of the Nedlaw group of companies. Wiroplastics products — diverse, strong and reliable — have become part of the lives of many Zimbabweans, and now, with the aid of new machinery and a vigorous export drive, will soon be known in many neighbouring countries.

Over 4 000 different products are manufactured at the large modern factory at Graniteside, in Salisbury's industrial area.

The housewife with her shopping trolley, the secretary with her filing tray, the cattle farmer with his spray race, and the hospital doctor with a drip-stand, are all using Wiroplastics products — probably without realising it.

In the agricultural field, the company makes battery chicken and rabbit cages, and tobacco-curing trolleys. On the domestic front, there are vegetable racks, coat-hangers, dish-drainers, waste-paper baskets, and many more items.

Wiroplastics are suppliers to the hotel and catering industry, with items such as cold-room shelving, frying baskets, and trolleys; while for medical purposes they

make ambulance stretchers, drip-stands and beds.

Shopfitting accessories, mostly chrome-plated, are another line for this versatile company; while their range of supermarket trolleys are very well known.

Their latest product is a container intended for local and regional trade, which is expected to become as well used as large containers on shipping lines and airlines.

With its own well equipped toolroom, the company is able to construct most of its own jigs and tools. There is a huge reservoir of technological expertise available to all customers, which, combined with a creative development team, means that there is little in wire or steel tube that the company cannot make to individual requirements.

The factory interior of Wiroplastics





Above: We supplied the fabric and made up the Curtaining and Bedspreads for the new Tower Wing of Meikles Hotel.

*Suppliers of
Furnishing Fabrics
to the major hotels
in Zimbabwe*



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Benatars of Moffat Street, in Salisbury, began in 1951 under the name of the late Jacob S. Benatar who first started in the business world in this country in 1912; and it was through his flair and leadership that the company grew to be widely known throughout the country for 'integrity', his watchword. This maxim has been jealously guarded during the years of development.

Today, Benatars, as it is popularly known, has become synonymous with quality, service and value — a reputation which has grown with the business. The company is generally regarded as the leading supplier of soft furnishings of every description, serving the general public, institutions, corporations, Government departments, embassies and the hotel trade.

The corporate emphasis has altered from General Dealer to Specialist Department Store to meet the changing environment of the country and demands of its clients. Benatars proudly claim that the shoppers, large or small, are assured of very knowledgeable and truly specialistic advice and guidance from our staff in every department.

To maintain their vital up-to-date outlook in design, the principals regularly visit overseas manufacturers in order to introduce modern ideas and trends to the local buyer.

The nation's Independence has brought many demands upon the Furnishing Department to refurbish and revitalise accommodation for the tourist industry. Benatars are proud to have played an important part in meeting these demands, and are enjoying an increasing reputation for expertise in the decor of new and old buildings used by all sectors of the community.

It is appropriate to mention that when it was impractical to import materials from abroad, Benatars supported and contributed to manufacturers by getting involved in a number of processes in the field of printed textiles, which has now become a highly sophisticated industry.

Benatars also pioneered a locally



The new all-Zimbabwe Showroom at the Moffat Street premises

manufactured curtain track which is now widely used in place of previously imported products, and has proved highly successful in all its applications.

Throughout the country there are offices, showrooms, hotels, schools and institutions curtained and upholstered by this company, supported by their unequalled after-sales and consultancy service. This service continues long after the client has paid the bill, and is particularly valuable where stage curtaining, auditoria and lecture rooms are concerned.

Benatars are very conscious of the needs of the home-owners who, in these days of rising prices, are concerned that any refurbishing should be carried out as carefully as possible and that the end result represents value for money spent. The wide variety of upholstery and curtain fabrics and the skilled staff ensure that their homes are renovated to give years of pleasure and represent a worthwhile investment. The owner of antique pieces of furniture can be confident that each item is given the most careful attention and workmanship by craftsmen in the company's own workshop.

Wherever possible, new fabrics and manchester goods are tested before going on display for sale to the public: an added incentive to the sales staff to promote the merchandise with confidence.

Complementary to the soft furnishings is the comprehensive selection of dress materials, both locally manufactured and imported. This department has, for many years, been closely associated with the Homecraft Clubs throughout the rural areas and has staged various promotions to encourage these very worthwhile organisations. The personnel in this department are always ready to guide and advise the home dressmaker where help is needed.

Benatars have an enviable record in employee/employer relations and, as long as 23 years ago, a policy of advancement was instituted for the African members of staff who have held, and still hold, positions of great responsibility in the organisation. This company anticipated by many years the Government's call for advancement of black employees. The relationship between black and white, management and workers, is an excellent example of the ability of people to work together in a multiracial group, to the benefit of all. The staff are proud of their jobs and their part in the company.

The Head Office and main merchandising centre is in Moffat Street, Salisbury, with a conveniently sited suburban branch in Strathaven Shopping Centre. The associated workshop and manufacturing division are also in Salisbury.

Arrangements have been made with selected retail outlets in a number of centres for the sale of Benatars 'exclusive' fabrics.

The Monomatapa Hotel
curtained by Benatars





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distribution transformers up to 1 000 kVA at 33 kV ● power transformers
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HAWKER SIDDELEY ELECTRIC

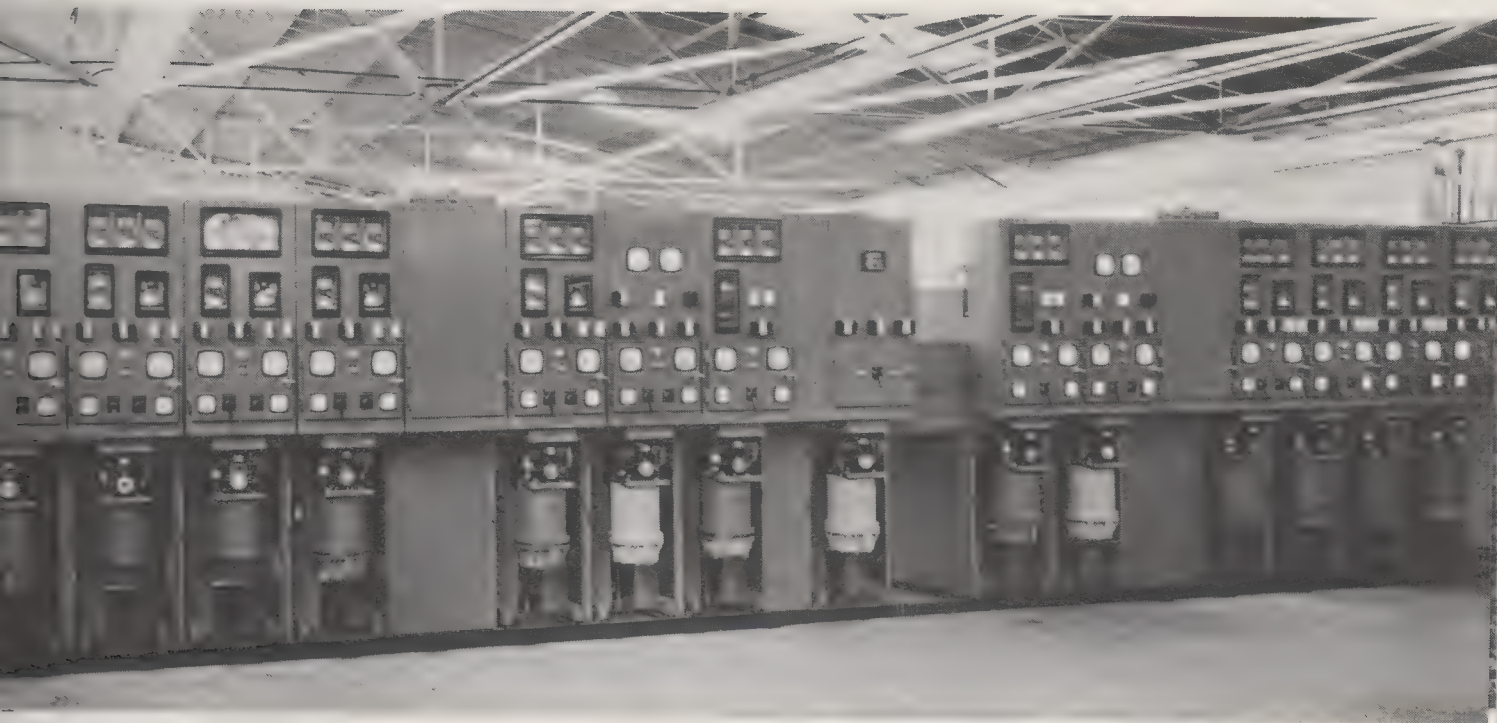
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BULAWAYO

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An Indoor 11 kV Switchboard

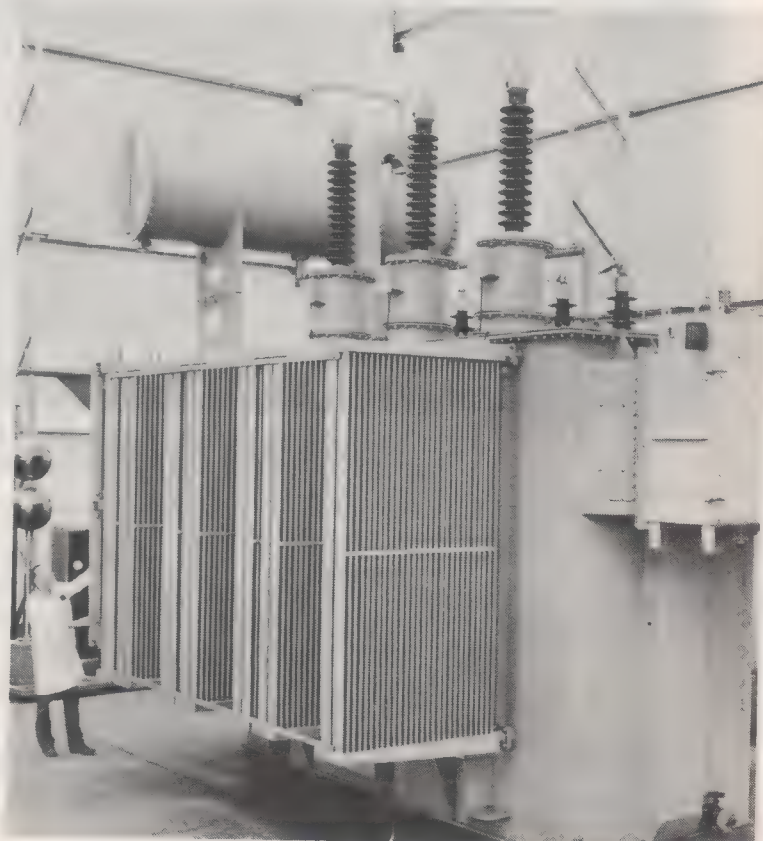
South Wales Electric (a member of the Hawker Siddeley Group of Companies) has been established in Zimbabwe since 1961. Over the last 20 years the company has grown at a tremendous pace and can now manufacture transformers up to 50 000 kVA and up to 132 000 volts in their rapidly expanding Salisbury factory.

Whilst the factory was initially established to manufacture transformers, the company has now expanded to produce high and low voltage switchgear, welding sets, etc., as well as being local agents for the sale of Hawker Siddeley products from throughout the world.

The ever present shortage of skilled manpower in Zimbabwe has also caused the company some concern and, in order to assist in relieving the situation, the company has now established its own apprentice training school. Although this school is relatively small, it is hoped that the company's skilled manpower requirement for the future will now be secured.

With the prospects of Central Africa now being opened up for expansion of rural areas, the company is looking forward to competing in the export markets, with great enthusiasm.

A 30 000 kVA 132 000/33 000 Volt Transformer





Only nature moves more water.



200 000 000 litres per day.

200 000 000 litres per day. That's what the Mono Ornel 900 mm axial flow pump can move. Mono offers a complete range of high capacity low lift pumps from 300 mm up to 900 mm. Capacities extend from 284 l/s to 1 800 l/s, with heads from 15 m to 50 m.

They handle silt laden water faster and more efficiently than anyone else. Except Mother Nature. And she has taught us a lot about pumping.

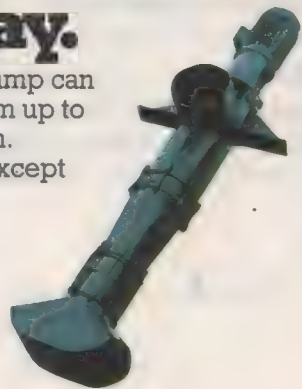
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The Bindura Smelting and Refining complex, with the Trojan Nickel Mine on the hill in the top right-hand corner

MINING

Zimbabwe is endowed with a large variety of minerals which will inevitably prove to be an irresistible magnet for world investment. These minerals include substantial deposits of coal, gold, asbestos, nickel, copper, chrome and iron. It also has numerous minerals which are vital in modern technology, such as lithium, platinum, tungsten and tantalum. In all, the country produces more than 40 different minerals in one form or another for which there is a global demand. More than ninety per cent of the mineral output is for export.

The removal of sanctions has re-opened the door to external investment and the cessation of the war has once again enabled prospectors and exploration teams to go back to the bush. Since Independence there has been a rapid upsurge in exploration activities. During 1980, over 5 000 ordinary prospecting licences were issued compared to just over 1 000 during 1979. In addition, the Ministry of Mines has issued a number of exclusive prospecting orders to large mining companies for exploration and prospecting for a great variety of minerals, including cobalt, copper, nickel and uranium. Some of the companies will use airborne surveys. Since Independence, 44 exclusive prospecting orders have been granted compared to 22 in 1979 and 6 in 1978. These exploration and prospecting activities will expand the country's mineral information base and it is hoped that they will result in the discovery of further strategic mineral deposits such as uranium.

The biggest hunt for uranium yet undertaken in Zimbabwe is about to be mounted by a West German company, Saarberg Interplan Uran GmbH, which is sponsored by the West

German Government. The company will carry out an aerial survey over 34 000 square kilometres encompassing the Zambesi Valley and probing 50 kilometres southwards.

A condition included in the prospectings orders is that the discovery of any strategic minerals of economic value will be open to State participation on a joint venture basis. The specific terms and conditions of State participation will be the subject of negotiations between the Government and the concession holders.

The dominion in and the right of searching and mining for and disposing of all minerals, mineral oils and natural gases is vested in the President. Anyone wishing to search for and exploit any mineral deposit may only do so by virtue of rights acquired by him in terms of the Mines and Mineral Act (Chapter 165).

The right to prospect and search for minerals is acquired by an individual when he purchases a prospecting licence, or when he is granted an exclusive prospecting order over a defined area of ground, and from this right to search stems the right to peg mining locations and dispose of minerals won subject to the laws and regulations relating to the marketing of minerals.

A viable environment for investment in mining exists in Zimbabwe. In contrast to many other countries in the world, the acquisition of prospecting and mining rights under existing mining laws are straight forward and are themselves an inducement to outside investors who wish to examine and exploit the country's mineral wealth.

The Department of Geological Survey, which has an international reputation, together with the Department of Mining Engineering and Metallurgy fulfil substantial roles in the development of the mining industry.

Most of the services provided by the three service departments of the Ministry of Mines — metallurgy, geological survey and mining engineering — are free. In addition to these free services, the Ministry operates a plant hire scheme for the benefit of the small mines.

A sophisticated money market, adequately served by very capable financial institutions, already exists for the benefit of the mining companies. The Ministry also provide various forms of financial assistance to the industry. An indication of the



Opencast coal mining at Wankie Colliery

viability and resilience of the mining industry in Zimbabwe will be seen from the fact that for the 17th consecutive year the level of mineral production reached a record level in 1980, at Z\$415 million, at a time when there is a world economic recession. The 1965 figure amounted to Z\$64 million. In the period January to December 1980, exports of minerals accounted for 33 per cent of the total value of exports. If ferro-alloys, iron and steel, and coke are included, the mining contribution to the total would amount to 51 per cent.

Several million tonnes of kyanite — used in pottery manufacture in two localities — gives Zimbabwe probably the world's largest known reserves. Large kyanite crystals occur in several places in the north-east and considerable test work and exploration has been done; and one deposit at Ky Mine has produced this mineral merely by treading the soils.

Gold has resumed its place at the head of the mineral earning schedules — lost to asbestos in 1965 — and production is currently running at approximately 12 tonnes per annum. The other major currency earners are asbestos, nickel, copper, ferro chrome, iron and steel.

Zimbabwe has the largest asbestos mill in Africa, at the Shabanie Mine, in Matabeleland. The massive mill, equal to a 33-storey office block, took four years to erect and cost more than Z\$100 million. The mill was planned to process 200 000 tonnes of ore per month — a 30 per cent increase over the previous mill capacity.

Although the production of asbestos for 1980 was below that of the previous year, the value of production at Z\$70 million was almost seven per cent up on 1979. The present world recession has resulted in a surplus of asbestos fibre with some major world producers stockpiling. However, Zimbabwe is fortunate in that all the asbestos produced in the country is of the chrysotile variety, which has a high rating in world circles and is in most demand by industry.

In addition to more than 10 000 people employed by the asbestos mines, more than 1 000 people are also employed in the asbestos/cement factories in Salisbury and Bulawayo.

Coal is one of the least attractive of the world's minerals, but it is also one of the most vital. The importance of its use dwindled around the turn of the century when the world discovered the refinement of crude oil. The pendulum has now gone full swing as the OPEC countries continue to raise the price of their dwindling asset, and the world is now increasingly looking at coal as a source of petroleum fuels.

Zimbabwe has substantial reserves of both coking coal and steam coal, and many of the 22 known deposits are at present being explored by major companies.

At present the only deposit being worked is the reduced Wankie Coal Concession area about 160 km² in extent. The main coal seams vary between two metres and 11 metres in thickness. This is very much wider than that in Europe's mines, where a two-metre thick seam is quite rare. Another coal seam in the Wankie Concession measures about two metres thick, about two metres above the main seam.

Between 1950 and 1962, investigations were carried out under exclusive prospecting orders at Lubimbi. The work done in the area indicated large reserves of both high grade and low grade coking coal. Bulk samples were dispatched to a Frankfurt-based company for testing, and it was determined that Lubimbi coal was suitable for gasification. Further investigations were subsequently carried out in the area during the period 1974-78 by I.D.C. to examine the feasibility of establishing an oil-from-coal plant. The results of this proved that there are adequate reserves to feed an oil-from-coal plant for many years but, because of the very high cost of such a plant, the route to a coal-based petroleum substitute is likely to be via methanol at about one-tenth of the capital cost.

With the current world demand for both coking and steam coal, it is likely that Zimbabwe will become a large coal exporter in the future and that this may well be extracted from deposits other than those being mined by the Wankie Colliery Company.

For such developments to take place, it would be necessary for the country to expand the carrying capacity of the rail services and to obtain port facilities capable of handling large

tonnages of export coal. Assuming this will be achieved, it is likely that Zimbabwe could be exporting one or two million tonnes of coking coal in the next five to ten years.

The most important development in the mining industry during 1980 was the finalisation of the agreement between Wankie and the Electricity Supply Commission to supply coal for the new captive thermal power station at Wankie (see Transport, Communications and Power).

The Colliery has completed its financial arrangements to borrow Z\$50 million externally to help meet the Z\$128 million cost. The company has already drawn some monies from the external sources. The power station will require up to 1,6 million tonnes of coal a year for the First Stage and, if Stage Two is proceeded with, the new pit at Wankie will be required to produce a further million tonnes of coal each year. This would mean doubling the present production.

The Bikita lithium-bearing pegmatite north of Fort Victoria include spodumene, petalite, and other lithium minerals and pollucite, a valuable caesium mineral. This is the largest known deposit of high grade low iron petalite in the world.

Bikita Minerals, a subsidiary of Selection Trust of Britain is the country's only producer of lithium minerals. Selection Trust holds 50 per cent of the shares, and AMAX and Kerr McKee Chemical Corporation of the United States of America each hold 25 per cent of the share capital. In addition to supplying the highest grade of petalite, Bikita also has the capacity to become the world's largest supplier of lithium minerals. Current production is approximately 20 000 tonnes a year of petalite and spodumene, but production can be increased to meet the expanding demand of these minerals. Proven reserves are sufficient to maintain production at current levels well into the next century.

One mineral with an exciting potential is platinum. The Great Dyke, which has been described as a unique geological feature of the world, is said to have a large potential for base minerals, including the platinum group metals. Metallurgical test work to extract these minerals is now at an advanced stage.

The mining industry is relatively labour-intensive. In December, 1979, the number employed amounted to 61 906. By December, 1980, the figure had expanded to 70 478 — an increase of almost 14 per cent.

To accommodate staff, the seven major mining groups will, between 1979 and 1981, have spent Z\$26 million on housing — the bulk of it for high density housing. The annual contribution towards the running costs of schools is Z\$1 million; Z\$5,5 million have been pledged for new schools and institutions; Z\$1,8 million goes on training facilities. In 1980, the provision of medical services cost the industry Z\$2 million.

An integral part of the mineral wealth of Zimbabwe is the deposits of export-quality emeralds and the many varieties of semi-precious stones found throughout the country.

The beautiful Sandawana emeralds were first found near Belingwe in 1956 and are mined by Rio Tinto, using the most up to date techniques. Export quality stones are reported to be among the finest in the world.

There are deposits of semi-precious stones in the Zambesi region around Kariba, Karoi and Miami; these include aquamarine, green tourmaline, chrysoberyl, topaz and sphene.

The Great Dyke has produced a gem unique to Zimbabwe — Mtorolite. It is a dark green stone which bears the mineral name of chrome — chalcedony — and derives its common name from the Mtoroshanga area where it is found.

Although the mining industry internationally is currently undergoing a setback because of the world recession, the future prospects — particularly for Zimbabwe — cannot be exaggerated. It will be recalled that the value of the country's mining output rose to a peak of nearly 400 per cent since economic sanctions were imposed in 1965, although there has since been a modest decline.

When the volume of foreign investment regains its momentum, Zimbabwe will certainly be one of the countries to which investors will turn. By that time, many more Zimbabweans will have been trained to fill key posts and help increase the prosperity of the country.

Pouring gold





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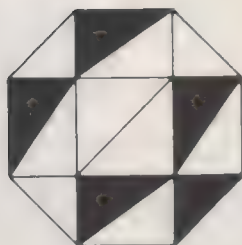
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REGD. PATENT 1396



HUDDY INTERNATIONAL



Sylvia Nolli holds a diamond crown

Sylvia Nolli is in charge of handfuls of uncut diamonds. They lie around in irregular, scattered heaps on a table top. Some are as large as a small pebble, others like coarse dust, with a variety of sizes in between. Unfortunately for some, these diamonds have no value as gems, but have perhaps a greater economic value as industrial diamonds, the workers or 'hard hats' of the diamond family. Without their penetrating hardness as the biting edge of diamond drill bits, exploratory drilling would be a slower and more expensive business.

Since the end of the war, and the return of peace to Zimbabwe's remote districts, exploration and attendant diamond drilling programmes have been resumed, resulting in increasing demand for diamond and tungsten carbide crowns. Zimbabwe is fortunate in that it manufactures its own. Huddy International, based in Salisbury's industrial sites, has been manufacturing world quality diamond crowns for many years, and people like Sylvia Nolli ensure the keeping up of this very high standard which has given Huddy crowns their unbeatable reputation. The production of diamond crowns is a specialised business, requiring high levels of craftsmanship and technique.

The first stage is importing the diamonds. Industrial diamonds, which are left uncut, have no value as gems as they are fractured, flawed or the wrong colour. But they are just as hard.

A diamond crown starts off with a

carbon mould, either from stock or as a special, which is done on request. Specials are naturally more expensive. The sizes of crowns range from the smallest at 33 mm in diameter to the largest, 116 mm, with the most popular sizes being the small to medium crowns.

On the inside of the mould are patterns of holes, or markings, for the diamonds. There are many different kinds of markings, depending on the eventual use of the crown, the type of rock to be encountered, and the size of the diamonds.

The crowns are sized according to the number of diamonds per carat. Huddy's technical specifications for the three most popular sizes are 30/60 (30 to 60 stones a carat); 60/80, and 80/110. The diamonds are graded through a series of screens, reducing in size downwards. As a general rule, smaller diamonds are better for drilling through hard ground.

Placing of diamonds in the moulds is done by trained setters, using hollow needles attached to vacuum pumps. The setter has a pile of correctly-sized diamonds, and, using the needle to pick up each diamond, he places it, sharp edge downwards, in the holes.

It is a long and painstaking process, but no better method has been discovered. An experienced setter can set 300 to 400 diamonds an hour, depending on their size, giving a daily production of five to twenty complete crowns.

After setting, the mould is partly filled with a layer of tungsten carbide powder, followed with a layer of softer iron

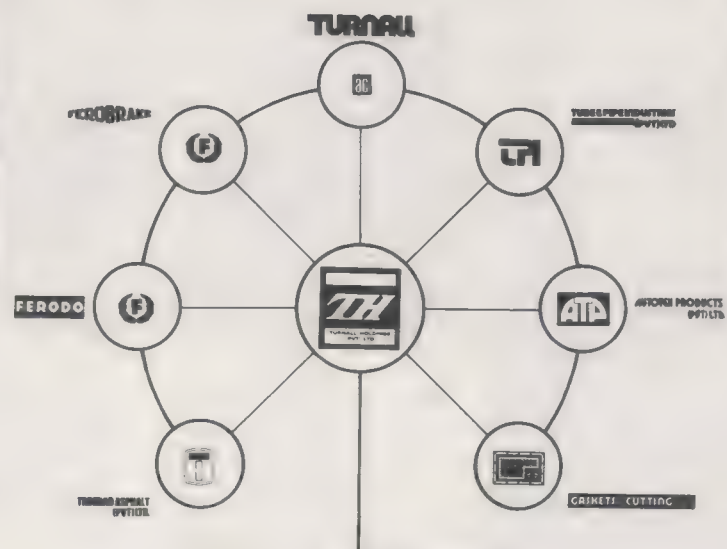
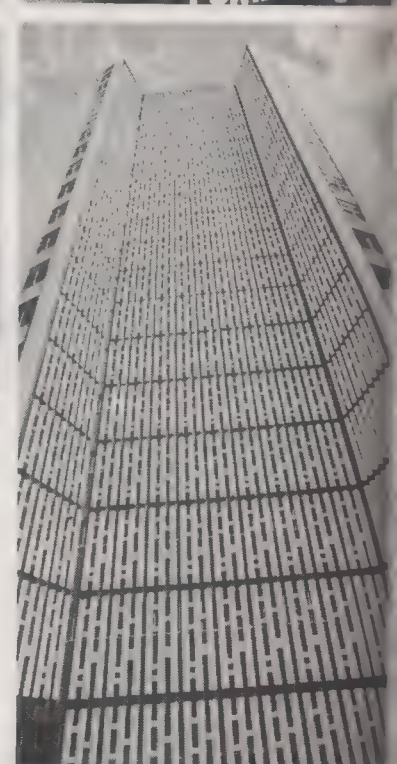
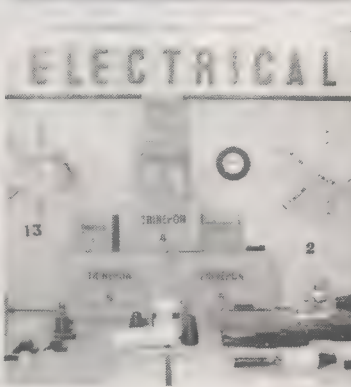
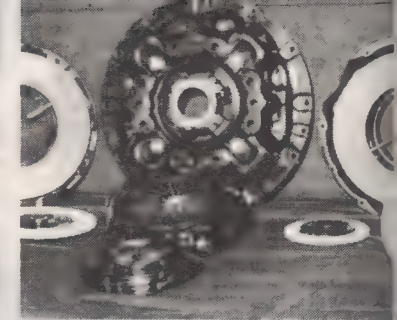
powder. A steel 'blank' of the required size is placed in the mould, and topped up with brazing alloy and flux. The mould is then placed in an electric furnace for 20 minutes at 1 200°C.

After firing, the moulds are allowed to cool. The new crown is easily removed from the mould, which is re-used. The crown is machined and threaded, and the waterways ground in. The diamonds are exposed by sandblasting, and the crowns are finally sprayed and numbered.

Numbering is done for salvage purposes, as when the crown is returned, the company knows where it was used, the type of rock, and the metres drilled.

Huddy operates a salvage scheme, whereby customers return worn diamond crowns for diamond recovery. Huddy recovers the diamonds on its own premises. The crowns are placed in an acid solution, which eats away the tungsten carbide matrix surrounding the diamonds. Huddy normally has to regrade salvaged diamonds, as they are ground down through drilling and the action of the acid. Most of the recovered diamonds are used in reaming shells, as they are too flat for the crown, although some are good enough for re-use in bits.

Salvage is one answer to the steadily rising costs of both diamonds and steel, but another and more lasting solution may be found in the manufacture of synthetic industrial diamonds. Although successful synthetic diamonds have been produced, and turned in results equal to the natural product, their use in industry is curtailed by their high costs.



TURNALL HOLDINGS GROUP





Introducing "T.H." Zimbabwe

Towards the end of 1979, the Turnall Holdings Group was launched by bringing together, on a fairly wide base, a number of manufacturing companies with inter-related activities. These are primarily involved in supplying materials to the building and construction industry, and also with a wide range of products for the automotive markets.

Space limitation only allows a brief review of these companies, many of whose trade and brand names are known world wide, such as Turnall AC, Trinidad, Ferodo and Bauer. All items are manufactured to the same high standards found elsewhere; there are many back-up services; and technical expertise is readily available without charge.

Employing just on 2 000 people, the group has eight factories and two depots; and their strategic geographical position enables the various companies to rank amongst the industrial leaders of the new Zimbabwe, and for exports to be offered at highly competitive prices.

Turnall AC (Pvt) Ltd.

Zimbabwe's sole manufacturer of AC Roofing Sheets, Flat and Ceiling Boards, Soil and Moulded Goods. AC Pressure and Sewer Pipes are also widely used throughout the country for water purification and reticulation projects, and for irrigation purposes.

With these products, the company plays a major role in supplying the needs of the massive housing and rural reconstruction programmes that are currently under way. The factory has operated since 1943.

Trinidad Asphalt (Pvt) Ltd.

Initially concerned with the mastic asphalt contracting field, the company is today the only one undertaking this specialised work. Expansion, since the company started operating in 1951, has led to the manufacture of bitumen-based

putties, and epoxy resin adhesives, and roofing felt and damp-course materials.

A fully-equipped toolroom enables the manufacture of moulds for plastic products, including compression and flexible or rigid cold pour mouldings, cable jointing kits, insulating pastes and tapes; and jointless chemical resistant floor and worktop surfaces are also available.

Autotex Products (Pvt) Ltd.

This small but extremely versatile company joined the TH group in 1979, and comprises of two main divisions — hollow-ware and automotive. The former makes about 50 different styles of table lamps and a range of goblets, as well as ice-buckets, cake stands, finger bowls, beer mugs, candlesticks, cruet sets, paper knives, ashtrays and sporting trophies.

These are available in copper, silver or brass, marketed under the names of Craft Copper, Tudor Plate and Lantern Brassware. Extremely attractive and well designed, these items are potentially high export-earners.

The automotive division produces truck, caravan, Land Rover and motorcycle mirrors, hand operated air pumps, battery cable connectors and frames, and also valve grinding pastes. With these products there is a ready local market in the agricultural field, motor trade, and industry generally.

Gaskets & Cutting (Pvt) Ltd.

A comprehensive range of gaskets for the motor trade is available made from such different materials as cork, felt, compressed asbestos fibre, foam rubber, rubber, neoprene, cardboard, aluminium, brass, asbestos board, etc.

More than 2 000 gaskets are produced daily, and all moulds for cutting are made in the company's own toolroom. It also makes a range of industrial joints for irrigation, heavy industry, refrigeration and agricultural uses.

Ferodo (Zimbabwe) (Pvt) Ltd. and Ferobrake

Known internationally throughout the motor trade, "Ferodo" products are now being manufactured in Zimbabwe, and include brake linings, clutch facings and disc pads.

Specialising in the jobbing side for the Ferodo friction materials is Ferobrake (Pvt) Ltd., whose well-equipped workshop handles the relining and reconditioning of brake shoes, clutch plates, etc. They can also handle flywheel reconditioning.

Tube & Pipe Industries (Pvt) Ltd.

With a monthly output exceeding 1 000 tonnes, this company is the largest producer of steel tubing in Zimbabwe. Its range of piping covers all types for water, furniture tubing (round, square, oval and rectangular), electric conduit, furnace lance tubing, and irrigation piping for the Bauer system. Spiral welded types, steel lighting poles and galvanized flush pipes are also manufactured.

A full design service, plus the installation and commissioning of all types of irrigation schemes are undertaken by TPI, which also possesses one of the most modern boiler-making shops, together with well equipped machine rooms for the manufacture of flanges and "specials" at highly competitive rates.

Turnall Holdings Group Export Manager regularly travels to many countries.

In briefly introducing the different companies and their products, we must again emphasise the broad base of our activities which enables us to rank amongst the industrial leaders of the new Zimbabwe, and to offer our exports at highly competitive prices.

But, more important, our strategic geographical position enables us to cut delivery dates to weeks, instead of months.



Maputo and stevedore Goncalves help Ziscosteel reach steel-hungry countries around the world.

Ziscosteel is fast becoming a major supplier to a steel-hungry world. These include Thailand, Bangladesh, Saudi Arabia, the United Kingdom, Germany, Taiwan, Sri Lanka, Iran, Canada, Mexico, the Philippines, India, Nigeria and the United States. The special steel-handling facilities at Maputo make it a major access to the steel markets of Ziscosteel. Ziscosteel is a major contributor to the import-export trade of Zimbabwe and Mocambique. Ziscosteel produces a wide range of manufactured steel for both domestic and export markets to national and international standards.

ZISCOSTEEL
The better steel deal.

ZISCOSTEEL

The better steel deal.

Maputo and Mozambique, Kenya, Tanzania, and other neighbouring African states; the Middle and Far East, Europe, the United States, and finally Britain — it is an international atlas of contacts — it is Zisco.

The secrecy that accompanied many of Zisco's operations is finished. The facts — Zisco's international reputation as a manufacturer of quality iron and steel — are becoming increasingly known: and the most striking evidence of the company's re-emergence into the often fiercely competitive world of steel-making starts right here with a new name.

The name, and a new image, has been introduced to the company, not only at its integrated works at Redcliff in Zimbabwe's Midlands and around the country itself, but around the world: ZISCOSTEEL.

The name is part of a corporate image campaign that will again place the company in the public's and the international steel community's eyes to the position it rightfully claims — the nation's iron and steel manufacturer. It does not end there: it is also one of the largest producers in Central and Southern Africa.

Independence and Zisco go together like furnace and ore; the one making the other. No time has been wasted in capitalising on new markets made available by Zimbabwe's recognition, and on restoring old selling grounds and contacts. The most significant of these, and one which forms an almost irreplaceable link in wider contacts, lies in the port of Maputo.

Zisco men have visited the city many times since April last year, culminating in a highly successful tour by Zisco's senior management, production and marketing personnel in May, 1981. Relationships and arrangements established on initially uncertain ground have been consolidated, and the future for both steel exports and Mozambican consumption looks bright.

Maputo, in terms of steel exports, is now set to become the company's point of contact with a world increasingly interested in Zimbabwe steel; and this is in spite of a world-wide steel recession. For Zisco, this does not mean a contradiction.

The company is looking towards brighter and deeper penetration of Northern and Western European markets at a time when producers in those regions are facing increasing difficulties. Part of the reason lies with poor prices and rising costs. It is in the latter area that Zisco has an innate advantage over many producers around the world.

Raw materials — high-grade iron ore, from Buchwa near Shabani, excellent coking coal from Wankie, and on-site deposits of limestone in Redcliff, make the company independent of supply problems and prohibitive costs in gathering the essential ingredients for manufacture. This, together with plant and equipment amongst the most modern in Africa, and a highly skilled and dedicated work force, means the company can produce excellent qualities and ranges at internationally attractive prices.

In 1980, the company exported nearly 500 000 tonnes of steel — a respectable increase over previous years. It earned the country more than \$100 million in foreign currency; and, if present markets, including North and South America, continue, there is every chance that that tonnage and income will be exceeded. The company is looking at the possibility of further developing exports of higher value engineering steels to capture a more lucrative slice of the export market. To safeguard and improve efficiency, the company has also installed a Port Officer in Maputo.

There is to be no resting on iron and steel laurels. Massive developments are on the drawing-boards for up-dating or replacing plant. The major innovation is a new sinter plant, which, although still only in the planning stage, is expected to

cost in the vicinity of \$60 million in an overall improvement blueprint worth an estimated \$100 million.

On the domestic front, Zisco's policy remains one of first loyalty to the home market. The company supplies steel, mostly in the low and medium carbon grades, to practically every sphere of local industry involved in the re-working, re-rolling or fabrication of iron and steel products. This is an almost bewildering range of industries; and includes the mining, agricultural and heavy and light engineering areas. But consistency of supply is not considered the end of the matter by the company. Constant efforts are maintained to improve both range and qualities of materials as well as to improve and innovate in the specialist fields.

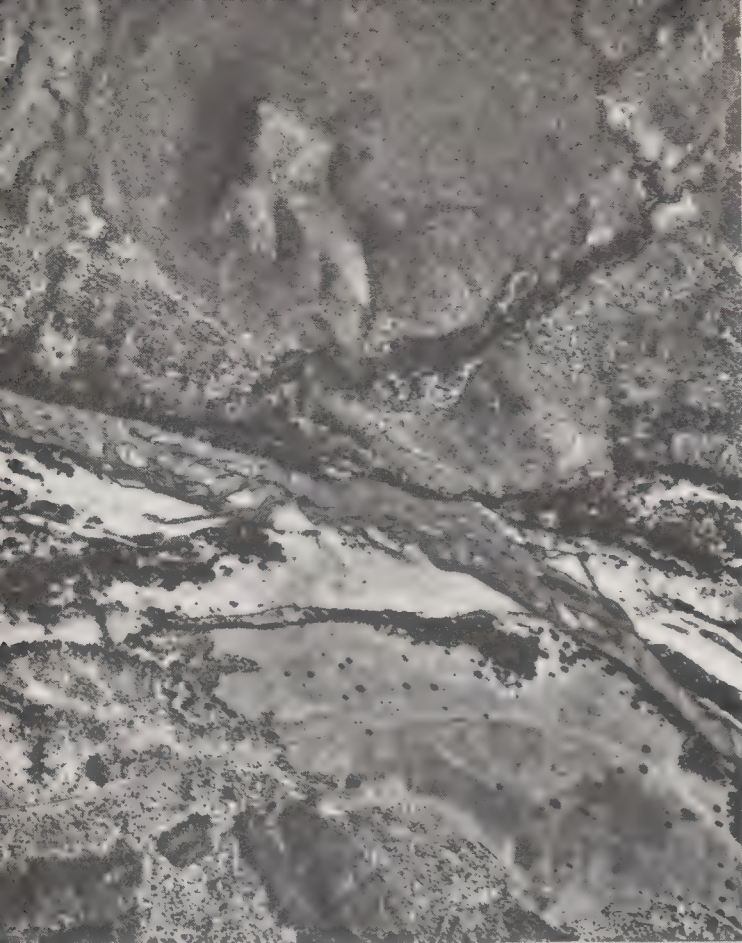
Training too has taken on an increasingly significant importance as the company gears itself for the future. That does not mean an extensive training campaign is a novelty at the Redcliff works. In fact, apprentice training has been a feature of the company since the early 1950's and was swung onto a more formal basis in 1968. At present there are more than 200 apprentices undergoing training and, when expansion plans and developments at the Apprentice Training Centre are finished, capacity will be considerably increased.

Equally important is the company's policy to further training and advancement of semi-skilled workers whose abilities and value to the company have been recognised, and rewarded, with promotion-related training.

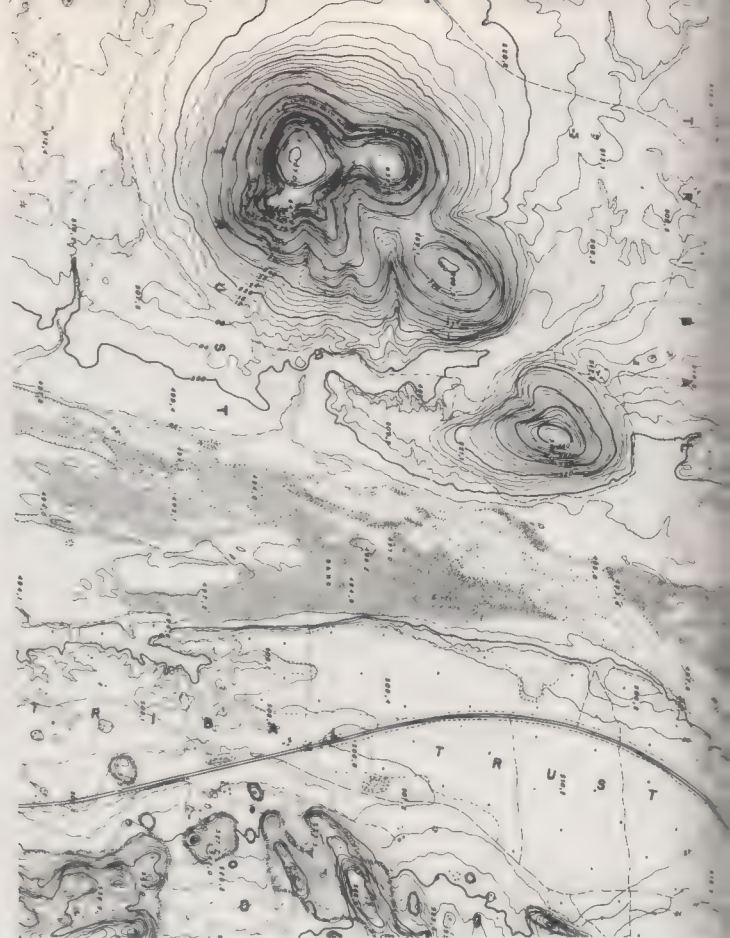
Confidence and commitment are two words commonly associated with Zisco. As the country and the company moves forward, those elements will grow.

The Zisco's integrated iron and steel works at Redcliff in the Zimbabwe Midlands





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Aerial Surveys Africa (Pvt) Limited owes its beginnings to an intrepid crew of aviators, who in 1926 came from England to Zambia (then Northern Rhodesia) to fulfil a contract of some 52 000 square miles of photography on the Copperbelt. So successful was their venture that they were awarded a second contract to provide a further 63 000 square miles. From this photography, mosaics were compiled and maps prepared for the development of the region.

Today, fifty-five years later, we are still doing the same thing with, of course, more sophisticated aircraft, cameras and photographic materials. Since 1976 we have, under contract to the Government, photographed between 35 000 and 40 000 square kilometres annually, and in 1981 are providing some 125 000 square kilometres of photography at a scale of 1:25 000.

We have widened our scene of activity, and have had enquiries from international consultants for photography in countries as far afield as Tanzania and the Sudan. We are particularly pleased to have assisted the Malawian Government in providing, at short notice and under poor weather conditions, photography of Lake Malawi at peak flood level.

We are proud to be able to provide the discerning land developer with either a map or air photography to his specifications.

Besides providing air photography, we undertake the preparation of maps and engineering site plans at all scales and specifications, and are in the process of updating our equipment and techniques in order to bring them into line with modern technology.

We can provide ground survey teams to control the photography, and maps either as fairdrawn compilations or as plots directly from the stereoplotter for the developer to edit as he wishes. We can arrange for colour photography, aerial triangulation adjustments, digital terrain models, engineering data, and geophysical surveys, using modern data capturing and processing procedures.

We welcome enquiries, which should be addressed to The Manager, Aerial Surveys Africa, P.O. Box 3621, Salisbury, Zimbabwe.



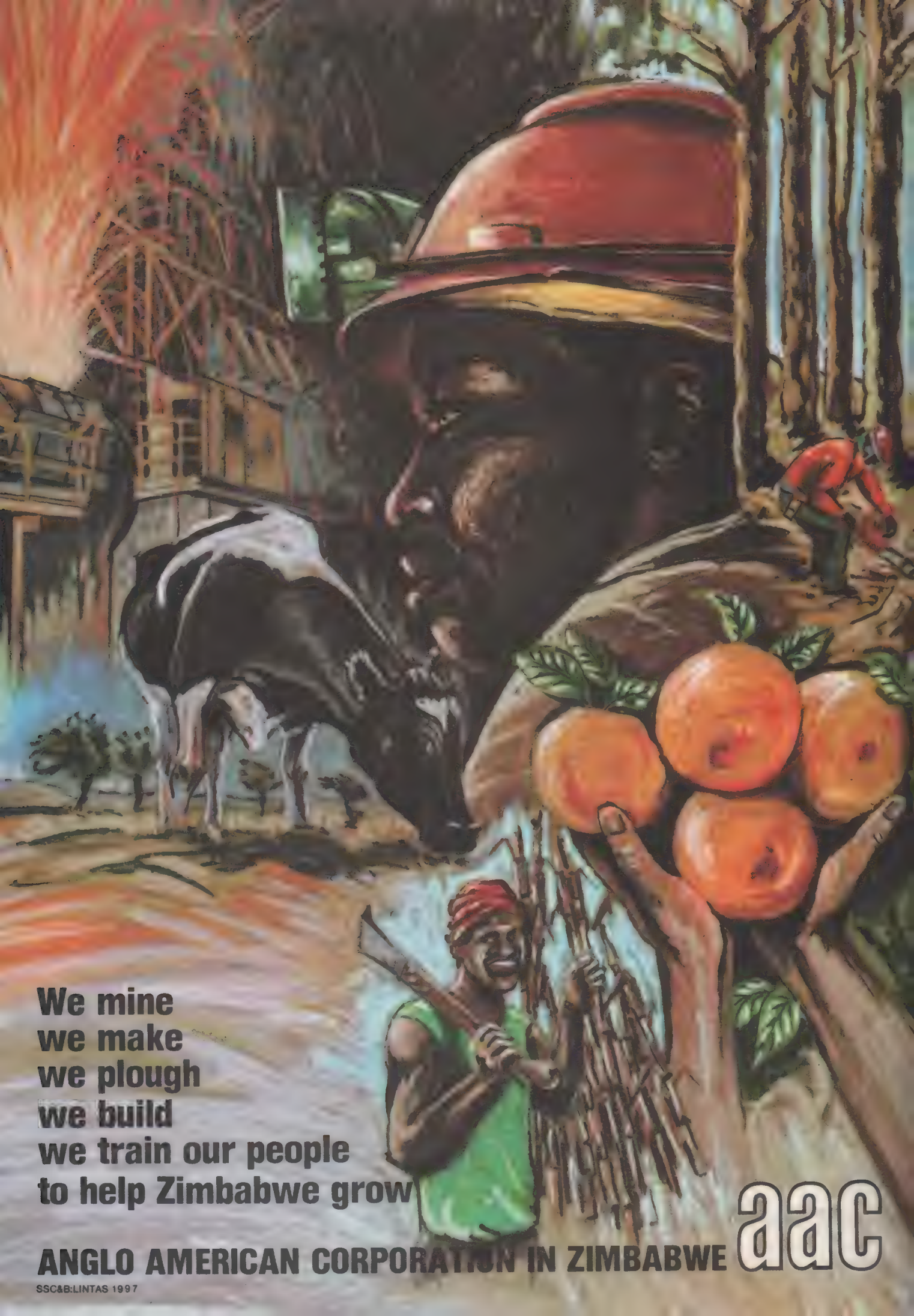
Mapping on 'Wild A8 Stereo Plotter'

Film editing and titling



Cartographic drafting

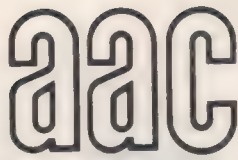




**We mine
we make
we plough
we build
we train our people
to help Zimbabwe grow**

ANGLO AMERICAN CORPORATION IN ZIMBABWE

aac



The Anglo American Corporation in Zimbabwe is a broad-based organisation with substantial and diverse interests. It is a major employer and foreign currency earner and contributes significantly to the national economy.

Group companies employ about 29 000 people and provide housing and health and welfare facilities for their families.

AAC operations are spread across the country. They include:

- The mining and refining of chrome and nickel.
- Mining and processing of coal.
- Mining of iron pyrite.
- Sugar and timber growing and processing.
- Citrus growing and processing.
- Industrial operations.
- Financial institutions.
- Foodstuffs.
- Agricultural estates.

Anglo American Corporation made its first substantial industrial investment in Zimbabwe in 1949, and four years later opened an office in Salisbury.

The philosophy underlying the Corporation's activities has not changed since its formation in 1917. Sir Ernest Oppenheimer, its first Chairman, defined the aim of the Corporation as being to make profits for its shareholders but to do so in such a way as to make a real and permanent contribution to the welfare of the countries where it operates.

In Zimbabwe, the Corporation has grown with and has helped the country to grow. And it is looking well ahead — with training in the classroom, down the mine and at the workbench, with prospecting in the field and expansion on the drawing-board — to take part fully in the national development.

A major commitment to the future is the \$128 million expansion of opencast mining at Wankie to boost production for normal markets and to fuel the new thermal station there to meet Zimbabwe's growing needs for power.

The Anglo investment in people is a major one and grows steadily. There are training facilities throughout the operating companies, and further expansion is under way to help meet the country's shortage of skills. About \$3 million is being spent on training in 1981.

AAC is a leader in the training field in Zimbabwe, ranging from basic adult

literacy through the technical and administrative skills to university sponsorship. In addition to training for its own needs, additional buildings and facilities are being provided at four operating companies of the group to augment national apprenticeship training at the technical colleges. Of the intake of mining industry apprentices for the whole country in 1981, no less than 32,5 per cent were from Anglo group mining companies.

Increasingly, positions of responsibility and seniority are being filled by black Zimbabweans. Specialist skills are imported only when they are not available locally.

The Corporation acknowledges the central role of the black employee in its operations, and actively promotes better communication and mutual understanding through the channels of workers' committees and works councils.

Of the 29 000 work force, 95,5 per cent are black; and, of the technical and administrative staff of about 3 000, nearly two out of every three are black.

The Anglo American Corporation is very much part of Zimbabwe and is committed to Zimbabwe. Fifty-nine per cent of profits made by its six major operating companies in 1979-80 were retained by them for reinvestment; 34 per cent was paid to shareholders within the country, and 7 per cent externally.

It all adds up to a substantial stake in a land of promise.

The Operations

The Anglo involvement in Zimbabwe falls under the administration umbrella of Anglo American Corporation Services Limited, which provides secretarial, management and technical services to group operating companies.

The principal group operations are:

Coal

Wankie Colliery Company Limited — Zimbabwe's only producer — mining and processing coal, coke and by-products (tars, ammonia, benzol).

Chrome

Rhodall Limited — Caesar, Sutton and Vanad Mines at Mtoroshanga on northern Great Dyke — production of low and high carbon ferrochrome and ferro silicon chrome at Gwelo refinery.

Nickel

Bindura Nickel Corporation Limited — holding company of BSR Limited and nickel mines (Trojan Nickel Mine Limited, Bindura; Madziwa Mines Limited, Shamva; Epoch Mine, Filabusi).

BSR Limited — smelting and refining of nickel, copper and cobalt — Bindura.

Shangani Mining Corporation Limited — Shangani.

Iron Pyrite

Iron Duke Mining Company Limited — country's only producer of the fertiliser industry — near Mazoe.

Sugar

Hippo Valley Estates Limited — sugar, spirit and carbon dioxide production — Chiredzi, Lowveld.

Mkwase Estate — Lowveld.

Timber

Border Timbers Limited — forest estates with sawmills in Eastern Highlands north of Umtali and at Melsetter — processing wide range of products at Umtali and Salisbury. Supplies 65 per cent of Zimbabwe's softwood needs.

Gluelam Products Limited — laminated timbers — Umtali.

Lewis Lumber Company Limited — timber products — Bulawayo, Salisbury, Umtali, Marandellas.

C.H Perry and Company (Pvt) Limited — hardwoods — Nyamandhlovu.

Agriculture

Glenara Estates Limited — maize, soya beans, dairy cattle, poultry — near Salisbury.

Mazoe Citrus Estates — citrus, maize, wheat, cotton, soya beans, cattle.

Premier Estates Limited — maize, soya beans, citrus, tobacco, cattle — near Umtali.

Rhimbeck Farms Limited — timber, apples — Mtoroshanga.

Simoono Estates Limited — maize, cotton, soya beans — near Mazoe.

Industrial

Boart Zimbabwe Limited — mining equipment, drill steels, diamond crowns, contract drilling, water-boring — Salisbury.

Clay Products Limited — refractories, earthenware — Bulawayo.

Hogarth's Limited — steel fabrication — Bulawayo.

Industrial Metal Products Limited — copperware, silverware — Salisbury.

Karina (Pvt) Limited — carpets, yarns — Umtali, Norton.

National Foods Holdings Limited — maize and flour milling, stockfeeds — Salisbury, Umtali, Bulawayo.

Finance

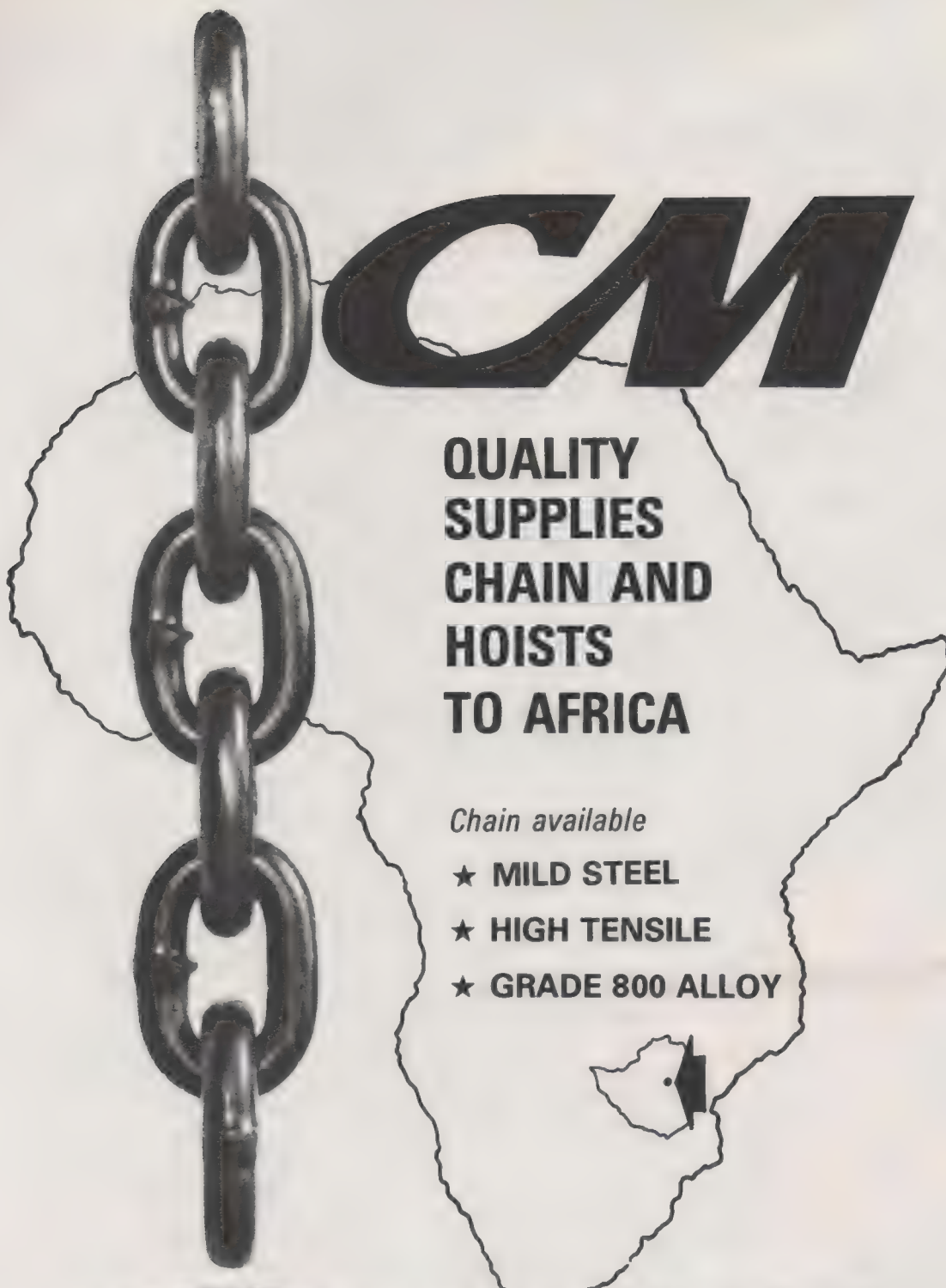
BARD Discount House Limited — discount market operations — Salisbury. RAL Holdings Limited — merchant banking — Salisbury.

Prospecting

Prospecting Ventures Limited — Salisbury.

Geochemical Analysis

Minex Laboratories — Salisbury.



CM

**QUALITY
SUPPLIES
CHAIN AND
HOISTS
TO AFRICA**

Chain available

- ★ MILD STEEL
- ★ HIGH TENSILE
- ★ GRADE 800 ALLOY



**COLUMBUS
McKINNON**

(PVT) LIMITED

Manufacturers of chain and chain accessories
7029 PLYMOUTH ROAD . P.O. BOX ST 399 SOUTHERTON,
SALISBURY . ZIMBABWE
Telephone 67821 . Telegrams 'KINCHAIN'

COLUMBUS McKINNON

(PVT) LTD

Columbus McKinnon Zimbabwe was opened in Salisbury in 1962 to supply chains to the industrial and agricultural sector in this country. At that time all chain requirements for the country were imported from countries abroad. The company Columbus McKinnon is part of an international group with the Head Office in the United States of America.

In 1962 this company started manufacturing mild steel chains and as it progressed, it went from 4 mm mild steel to 11,2 mm mild steel; and, with new machinery now being installed, this will increase to 12,5 mm, or half-inch imperial high tensile chain.

New innovations to this company are that Columbus McKinnon will be manufacturing Differential Hoists — a very popular model called the Blue Boy: these will be manufactured in half and one tonne models. These hoists will be completely of Zimbabwean origin, including the chain pulleys, etc., and will be for the local and export markets.

Other commodities manufactured at Columbus McKinnon are: for the mining

The site where the expansion to the Salisbury factory is in progress

industry — chain ladders, pipe hanging chains and general purpose chains which are exported to Zambia, Mocambique and other ACP States.

In the agricultural field, one of the main users of chain is the sugar industry. Columbus McKinnon presently manufacture the chain and all relevant fittings for the CM cane slings. These are now extensively used in Zimbabwe, Zambia and Malawi, and will be introduced to the industries in Mocambique, Kenya, Tanzania, Uganda and any of the ACP States that are presently harvesting cane on a chain sling system.

In the industrial sector, our Herc Alloy Grade 800 chain is used extensively in lifting operations, as this chain does not work-harden and is tested to an absolute safety loading. Because CM is so safety conscious, free inspections and testing of all lifting gear sold are carried out free of charge, and certificates of safety are issued to the customer on the return of the product.

In the timber industry, a recent move is to the use of Herc Alloy chain for logging applications. These are used in

the form of tag lines and choker chains, extending the life of the operation by approximately four times that of the original commodity used. CM also supply all fittings and attachments for these operations.

For many years conveyor chain has been used almost solely in the timber industry for the transporting of logs to the mill. Newer applications now include all-purpose conveying, and many manufacturing companies utilise McKinnon Chain for transporting their goods into paint bays, finishing bays, etc.

Other CM commodities include the very popular Felco and Roller Hoists used in all sectors of industry, the Lodestar Electric Chain Hoist, CM Pullers, Riggers, etc.

Columbus McKinnon International pride themselves on being manufacturers of the best quality products available on the market today in both chain and hoisting gear.

CM has such confidence in the future of Zimbabwe and its ability to assist in the development of Africa that major expansion is now taking place at the Salisbury factory.



A typical daily despatch of chain



NEI Cochranes' Steam Boilers

WINNING THE POWER GAME

Cochranes' qualified engineers provide detailed and specific designs allied to a wide range of manufacturing facilities.



All inspection and scrutiny of designs is carried out by a resident Engineer Surveyor

The largest boiler and pressure vessel manufacturers in the country, Cochranes hold a wide range of standard designs for steam-raising plant, and are licensed manufacturers of the John Thompson range of shell boilers and allied equipment.



Installation and commissioning is carried out by efficient and experienced service and construction teams.

Cochranes have years of experience in the Steam Generating field and offer complete "turnkey" installations. We will handle your requirements from the initial enquiry right through to the final steam test and handover of the commissioned plant.

NEI COCHRANE ENGINEERING
(PVT) LIMITED.

winning the power game

P.O. Box 51361, Southerton, Salisbury
Telephones: 63701/7 Telegrams: Cosoco Salisbury
Telex: 4107 RH





Mr. D. T. Cochrane established his engineering firm in Salisbury in 1956, and, together with his sons, has developed it into the largest boiler and pressure vessel manufacturing concern in Zimbabwe, employing some 360 people.

In 1980 the company merged in a joint venture with NEI (Northern Engineering Industries), which has increased its extent of technical know-how and potential range of manufacture.

Cochranes are mainly concerned with the manufacture of products associated with energy utilisation and conversion equipment. To this end, the present Chairman, Engineer E. D. D. Cochrane, initiated a programme of research and development of small and medium sized gasifiers in the early 1970's; and, by the time the fuel crisis erupted in 1973, Cochranes had introduced a range of single stage gasifiers, fixed on coke, anthracite or charcoal, producing a cool, clean gas particularly suitable for industry.

Development has been an ongoing exercise, with the result that we are able to offer several different types of gasifier, ranging from the semi portable 2,5GJ/Hr coal fired unit to a medium sized 25GJ/Hr semi-automatic single stage coke/anthracite unit, of which several have been exported — as far afield as Australia.

Currently, Cochranes are one of the leading authorities on small and medium sized gasifiers — an art which had died out towards the end of the Second World War, when liquid fuels became readily available and relatively inexpensive.

The company is possibly best known locally for its extensive range of steam raising plant, having been licensed manufacturers for 17 years of the John Thompson range of shell boilers — the largest having a capacity of 20 000 kg of steam per hour. Our qualified engineers also design for manufacture complementary equipment such as autoclaves and heat exchangers.

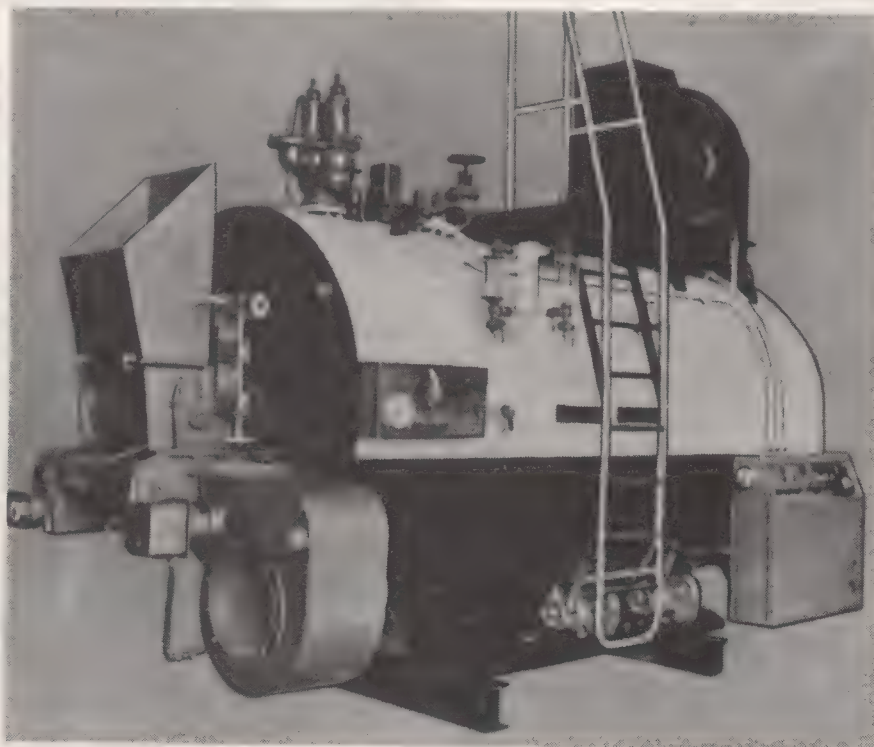


Mk IV C F coal fired semi-automatic gas producer

Cochranes manufacture to recognised international standards a wide range of large pressure vessels, which include cryogenic gas storage vessels.

In line with our extensive manufacturing programme in Zimbabwe, we also offer an extensive post-contracts maintenance and repair service which has recently been extended to include our neighbouring territories.

"Africap" package boiler



THE GROUP WITH ITS ROOTS IN SUCCESS



Each Company has been carefully selected. The essential prerequisites being soundness and viability, together with good management and potential. The individual character of each one has been scrupulously preserved by the Group . . . and each Company backed to the hilt.

This didn't happen overnight. From an acorn-like beginning in real estate several years ago, Mashonaland Holdings Ltd. has built up to the very large and highly successful group of active companies it is today.

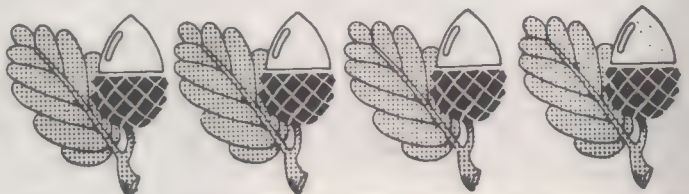
Currently, Mashonaland Holdings comprises four main divisions:
ELECTRICAL — ENGINEERING — BUILDING — MOTOR AND TRANSPORT

But this is a growth company and inevitably, further expansion will take it into all kinds of areas. As before, it will use the same elements for success:

MASHONALAND HOLDINGS LIMITED
Steadily growing in all directions.



MAITHEMBAAN BARRIS THOLET 5749



RESEARCH INVOLVEMENT DEVELOPMENT PROGRESS



Winding a Relmo motor

Mashonaland Holdings Limited is a public company quoted on the Zimbabwe Stock Exchange. It is the holding company for various investments in companies operating in the industrial and commercial sectors. Its subsidiary organisations fall into three broad categories:

Engineering and Electrical;
Motor and Transport;
Brickmaking and Building Supplies.

The various investments fall in these categories as follows:

1. Engineering & Electrical

Airflo

Manufacturers of heat exchangers and fluid bed tea driers; a full range of aerofoil axial flow and centrifugal fans, serving the mining and farming industries. Allied products include roof and wall ventilators, air curtains, dust and grit collection equipment, high pressure blowers, fan silencers and humidifiers.

Relmo Electric Motors

The only major manufacturers of electric motors in Africa outside South Africa. Relmo manufactures motors in the range 0,25 kW to 220 kW. With the recent acquisition of plant and tooling, all Relmo motors now contain a local content of at least 88%. Relmo also operates a repair and rewinding service which features a stator exchange system whereby customers replace burnt-out motors within a three-hour period.

Metcast

Metcast operates a foundry making ferrous and non-ferrous castings. It supplies Relmo's total casting requirement and, in addition, competitively produces castings for other group companies and outside business.

M.E. Wire

The only producer in Zimbabwe of polyester-coated copper wire. The wire sizes produced range from 0,400 mm to 3,35 mm. M.E. Wire supplies Relmo's total requirement of winding wire and also supplies certain other main end-users and distributors. The wire is manufactured in accordance with international standards monitored closely by the Standards Association of Central Africa.

Cutler Hammer

Suppliers of electrical equipment to Mining and Industry. Also supplies specialised equipment such as crane controls and electro-mechanical hydraulic brakes and ancillary equipment, programmable controllers and solid state starters. Cutler Hammer is the largest supplier of installed motor control equipment in Zimbabwe, and most mines in the country are equipped with these controls.

Electrosales

Operating at 85 Cameron Street, Salisbury, and 142 Rhodes Street, Bulawayo. The largest wholesale and retail electrical dealers in Zimbabwe. Suppliers to the domestic electrical contractor, wholesalers to Municipality, industrialist and mining houses, specialising in Relmo Electric Motors, switchgear and winding wire.

The largest domestic showroom in the country with the widest selection of light fittings, shades, refrigerators, radios, cookers, TV's and other domestic appliances.

The self-selection centre provides speedy service.

2. Motor & Transport

Consolidated Motors & Mertons Motor spares

Wholesalers and retailers of the largest range of motor car and truck spares, tools and equipment in Zimbabwe. The business operates seven branches — three in Salisbury, and one each in Bulawayo, Gwelo, Umtali and Sinoia.

Consolidated Transport Services

Operates as general and contract hauliers throughout Mashonaland and Manicaland with depots in Marandellas, Macheke, Bromley, Headlands, Rusape, Umtali and Chipinga. The company is active in the agricultural and mining sectors and supplies and delivers large quantities of coal throughout its area of operation. The company also provides a transport service for associated companies within the group.

3. Brickmaking & Building Supplies

Dale Face Bricks

Operates brickfields in Salisbury and Gwelo, between them producing in excess of four million brick units per month. The Salisbury operation, situated in the Mount Hampden area, is the largest brickfield in Zimbabwe. The company's products include clay hollow blocks, clay cable covers, quarry tiles, flooring faggots and all types of 'specials'.

Premix Concrete

Manufacturers and suppliers of on-site pre-mixed concrete.

Sand Sales

Carries out a sand extraction and washing operation, supplying washed river sand to Premix Concrete as well as to other building contractors.



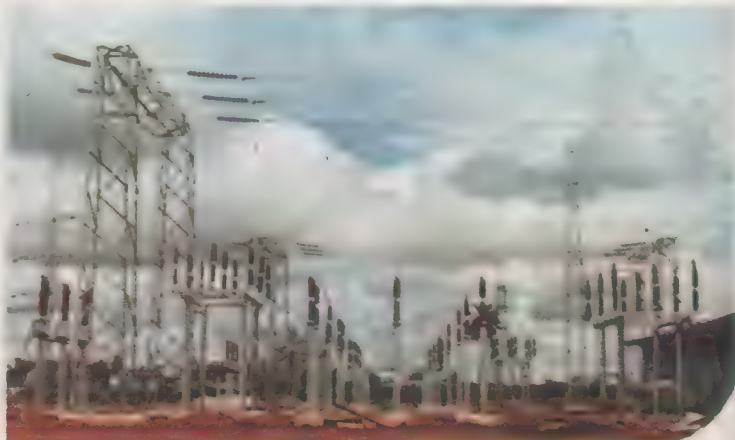
We build them and that's not all

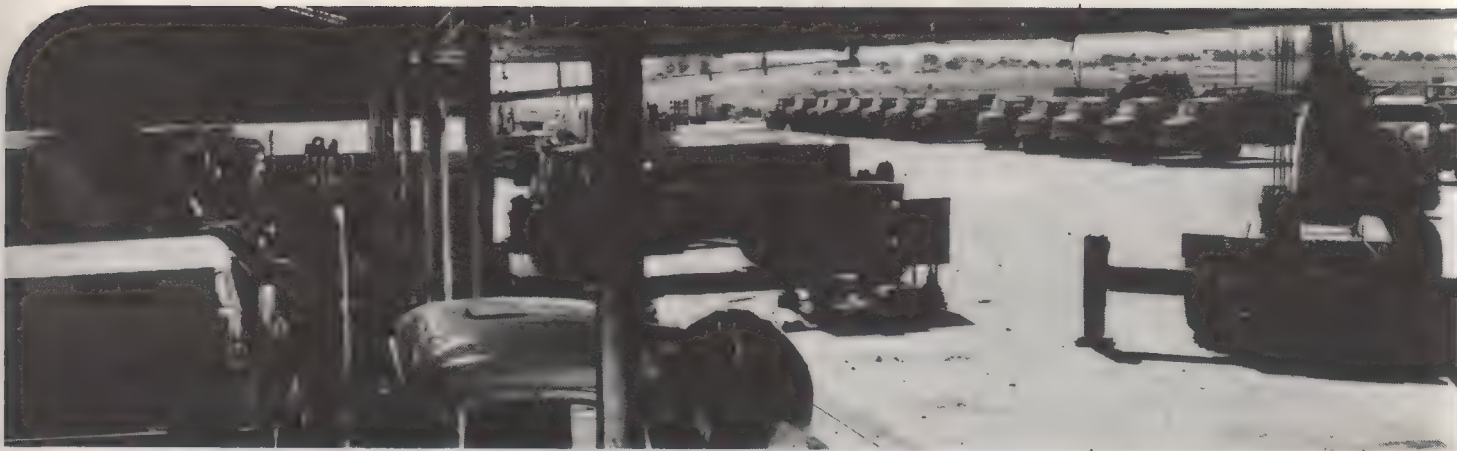
- ★ Rail electrification
- ★ Sub stations
- ★ Lighting masts
- ★ Radio and T V towers
- ★ Sheds and hangars
- ★ All steel fabrication

We're international

powerlines
central africa (pvt.)ltd

Security House, 88 Rezende Street, Salisbury
P.O. Box 2107, Salisbury, Zimbabwe.
Tel. 703237, 791321, 26481.





Powerlines transport fleet

powerlines

an international name and a member of a group operating throughout the world in power transmission lines; sub stations; rail electrification; television, radio, radar and lighting masts; Sheds and hangars plus most types of steel fabrication.

Our association with Zimbabwe begins at the construction of Kariba and most of the country's powerlines are representative of our expertise. With our own factory at Willowvale, a maintenance depot at Norton, a transport fleet of some 350 tonnes plus extensive construction equipment we are well placed to serve the nation in the fields of our technology.

This technology is indicative of the modern society requiring more and more power every year and the future does not offer a different trend.

Generation and transmission of power in reliable and economic ways has become one of the most important tasks of technology and engineering to maintain the standard of living in industrialised countries and to help developing countries to achieve their aspirations.

The last few decades have witnessed extraordinary technical development and a group like ours whose foundation dates back to 1926 has been able to acquire an enormous amount of experience and know how. With many factories and personnel scattered throughout the world our group is capable of studying, designing, fabricating and erecting all types of requirements within its varied field of activities.

All this expertise is at our call and combined with our local knowledge built up over the last 25 years we are able to offer a service second to none.



Powerlines fleet maintenance workshop

Powerlines engineering shop



Stewarts + Lloyds.

Zimbabwe's men of steel

Iron and steel have a vitally important part to play in the future development of this great country. And the Stewarts and Lloyds Group of companies is uniquely placed to provide a total service wherever steel is involved in development projects:



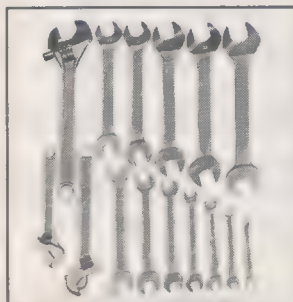
Tor Steel Limited

The leading manufacturers of modular steel buildings in Central Africa; producers of steel tube and tubulars.



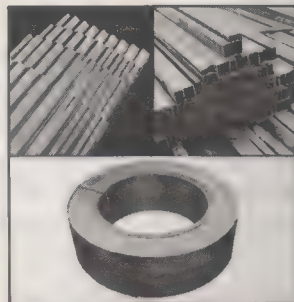
Stewarts and Lloyds (Distribution)

Suppliers of pumps, valves, pipe systems, Lister diesel engines for industrial and agricultural users; tubes and fittings for all purposes.



J H Vivian & Wilfrid Watson (Pvt) Limited

Tool and architectural hardware, mining and engineering merchants; manufacturers of sliding door gear.



Baldwins Steel (Pvt) Limited

Steel merchants and suppliers of sheet, plate and strip steel; stainless steels; galvanised products; steel sections and reinforcing bar; asbestos cement roofing.

The Stewarts and Lloyds Group is at Zimbabwe's service for a growing future.

The Stewarts + Lloyds Group

Zimbabwe's men of steel



SALISBURY, BULAWAYO, UMTALI, QUE QUE, GWELO.



A section of the structural shop which manufactures transmission towers, in Que Que

As Zimbabwe sets about the task of reconstruction, an increasingly common sight throughout the land is the steel framework of a rural building. That framework, the beginning of a structure which means education, health and prosperity, is built by Tor Steel, a division of the Stewarts and Lloyds group.

Stewarts and Lloyds is one of the most experienced companies in Zimbabwe. It has been involved in steel and steel products for many years, since the early days of sales of tubes and fittings in Bulawayo. It has come a long way since, but has not forgotten what it knows best — steel and steel products.

One of the best examples of that skill, shaped to suit changing conditions, lies in Tor Steel. Sited in Que Que, only a few kilometres from its main steel supplier, Zisco, Tor produces modular steel structures under the names of Torspan, Tordek, Torbolt, Tormin, Torcon and Torlite. They are all made exclusively of local steel in rolled sections.

Being highly experienced steel fabricators, it was logical that Stewarts and Lloyds were chosen to be involved in the manufacture of electrical transmission towers and pylons when major electrification schemes first began, and they remain active in that field.

Their reputation, and the demand for their quality and skill has grown steadily, as has their commitment to post-war reconstruction and subsequent develop-

ment. The Tor range has contributed greatly to the spirit of reconstruction as well as the practical reality. The range's unique design allows self-help projects for community development to be mounted quickly and easily. One of the better known examples is the Tormin building which is enjoying extensive use in the rural areas for the establishment of schools.

That is only one part of the Stewarts and Lloyds story. The group has four divisions serving a broad range of requirements in the industrial field, with trading operations in most of the large centres. Made up of the Stewarts and Lloyds Trading Division, Tor Steel, Baldwins Steel, and Vivian and Watson, the group with its experience and diversification is in a position to implement growth strategies for itself which, in turn, will ripple out into the broader Zimbabwe market.

The Que Que factory is the largest producer of steel tube in the country. Not only does it produce a wide selection of tube, but it also manufactures to customers' specifications. Without its products — which include telephone, power and lighting columns, fencing supports, and an enormous variety of agricultural and industrial products — development would not have reached the stage it has.

The Stewarts and Lloyds Trading Division, which has long been involved in water development, maintains its interest in that area through its marketing of pumping equipment and an enormous variety of valves and associated products.

Suppliers of the famous Lister diesel engine, they are also active in the supply of pipes and pipe fittings and, of course, the well known Climax windmill.

Experts in their own right, the men of Stewarts and Lloyds have embarked on another venture which will spread their knowledge far and wide. A training scheme has been set in motion, not only for its own employees, but for external agencies as well. One of the first bodies to benefit from the training scheme was, in fact, the Government of Zimbabwe, through its Ministry of Water Development.

A familiarisation course and technical and maintenance instruction lessons have already been given to fitters' assistants to improve their working knowledge of Lister engines and the pumping equipment with which they are involved. More are planned in conjunction with Government.

Baldwins Steel are heavyweights in the steel merchandising field, again using predominantly Zisco materials for supply to the nation. In particular, they supply a broad range of steel sections and sheet to the construction, steel fabrication and engineering industries.

Vivian and Watson, one of Zimbabwe's largest hardware chains, is well known to the public, and is the manufacturer of the dependable, popular, and locally designed and produced Vivid sliding door gear.

The essence of the group is experience and confidence. They are the Men of Steel, keen to participate and shape a bright future for Zimbabwe.



**WHATEVER FIELD
YOU'RE IN... WE'RE IN**



At Field Technical Sales we like to get involved, involved with our products, involved with our customers. We've been in Zimbabwe a long time and we have grown in line with the needs of our clients so much so that we now field 7 main divisions which are: Abrasives, Hydraulics, Industrial Instrumentation, Electronics, Industrial Machinery, Diversified Products and Rubber Lining.

Field Technical Sales represents some of the top names in the world and prides itself on its ability to provide the national back-up service that such renowned manufacturers expect.

So isn't it time you came into our field?

Field Technical Sales
ESTD 1971

45 KELVIN ROAD NORTH, P.O. BOX 3458, SALISBURY, ZIMBABWE. PHONE: 705231 (5 LINES). TELEX: RH 4122. BRANCHES IN BULAWAYO AND QUE QUE



Field Technical Sales

(PVT) LTD.



Field Technical Sales, established in the early sixties under the name of Field Agencies, has developed into a highly diversified and technically orientated marketing concern. The company is geared to meet the needs of most industrial and commercial businesses.

With branches in Salisbury, Bulawayo and Que Que and agencies in other main centres, F.T.S. is strategically placed to provide both technical back-up and prompt and efficient service. In support of the company's outlets, F.T.S. boasts an effective national sales marketing service. Extensive area coverage exists on a national basis, which guarantees continuity of calls on a regular cycle to customers.

The group originated from a company known as Field Aircraft Services and has expanded considerably under the banner of Field Industries (Pvt) Limited, now encompassing various subsidiary companies of which Field Technical Sales (Pvt) Limited is one. Field Industries, in turn, is a subsidiary of the United Kingdom based Hunting Group of companies. The group is well diversified and has considerable investments in aircraft and avionic service and maintenance, furniture and lawnmower manufacture, and general engineering. The group prides itself on making maximum use of Zimbabwean skills, both in management and staff, and offers well over a thousand employment opportunities.

Although primarily a marketing or sales organisation, F.T.S. has expanded its operations into local assembly and manufacture. The company has based itself on the principle of good service and quality, and has the following seven major operating divisions, all enjoying the support of world renowned principals and manufacturers.

Abrasives

F.T.S.'s long-standing business ties with Norton, the world's largest abrasive

manufacturer, has enabled the company to become the market leader in Zimbabwe. With our factory trained staff, we are able to supply the technical knowledge which is essential when marketing a full range of the highest quality products.

Hydraulics

This division has expanded tremendously, and it would be fair to say that it now supplies a large proportion of hydraulic and pneumatic hoses, tubing and pipes and their fittings to commerce, industry and mining sectors throughout Zimbabwe. In this division, F.T.S. represents Stratoflex and Parker Hannifin. The company's efforts in the field are totally supported by our small, but efficient hydraulic workshops in both Salisbury and Bulawayo.

Industrial Instrumentation

The newly structured division is proud to represent numerous world renowned principals including Honeywell, Isabellenhütte, Delmhorst, Nuova Fima, Veeder Root, Dai Ichi Shoji, Orion Research, Thorn M. I., and Brodhead-Garrett. In addition, F.T.S. distributes products supplied by M.I. Thermocouples and Balco.

The range of Honeywell service includes the Honeywell Process Management Service Division, the Honeywell Industrial Process Control Division and the Honeywell Microswitch Division.

With this support, F.T.S. is structured to meet any process control requirements, from basic systems to computerised systems, with or without traditional control panel instruments.

Electronics

Hewlett Packard products have been distributed in this country for the past decade. The products marketed include calculators; desk top computers; analytical, medical and electronic test equipment. In support of this equipment, Field offers a high level of technical back-up and maintenance service, for which it is renowned.

The medical equipment, which is highly sophisticated, has been installed in most of the main hospitals, with Hewlett Packard equipment being prominent in the intensive care units and theatres. With reference to the analytical and electronic test equipment, Hewlett Packard technology has developed some of the finest Gas Chromatographs, Liquid Chromatographs, Distance

Meters, Digital Voltmeters and Multimeters, Signal Generators and Logic Analysers.

Industrial Machinery

An exciting development places F.T.S. squarely in the industrial machinery field, particularly in the woodworking industry where the company is proud to associate itself with Wadkin, Stenner and Rye Machinery. This representation enables F.T.S. to offer a full range of woodworking machinery for both the forestry and processed timber industries. The division includes machine tools and tooling and a full range of accessories.

In a further diversification and expansion, F.T.S. has commenced manufacture of bandsaws for woodworking and butchering applications and can offer a variety of metal cutting saws. It is hoped that this division will expand to include a full range of band and circular saws.

Diversified Products

As the company markets a wide range of other products, it was necessary to have a stricter control and therefore desirable to introduce yet another division, namely Diversified Products. This division supplies products such as domestic and commercial scales, electronic scales, Rema Tip Top patches and solution, Ettco Tyre Pressure Equalizers and Veeder Root Hubdometers.

Other products that are included in this division are the Trehwella monkey winches, wire strainers and jacks, wire wheels, chamois leathers and blind rivets.

As well as the hydraulic and electronic workshop, the company has a Rubber Lining Division which carries out rubber-to-metal bonding on vehicles, impellers, and a variety of tanks and piping. Conveyor-belt splicing by the company's mobile rubber-lining team is carried out extensively throughout the country.

Field Technical Sales has over the years developed into a major sales marketing organisation and intends to continue its progress with further representation and involvement in the manufacturing field. It is now well placed to take advantage of expansion opportunities either in the marketing field or in participation with potential development investors.

If it's quality you want — we field the best!

BODIES OF DISTINCTION -BUILT AROUND MORE THAN JUST A FRAME OF MIND

It is true that a great deal of thought, expert planning and designing goes into every body built by Zambesi Coachworks — but then around that solid framework goes a masterpiece of coachbuilding that is exclusive to the specific needs of each individual requirement.



**Give us a chassis~and we'll build you a body
of distinction.**

Zambesi Coachworks Ltd.,
Leyland Road,
P.O. Box 3291, Salisbury.
Tel: 65781



BSC&B LINTAS 2452

ZAMBESI COACHWORKS

The company was first registered in 1956 as an overseas subsidiary of Metropolitan Cammell, one of Britain's largest coachbuilding concerns, and manufacture of the many vehicles since produced by the firm began on the present site in 1958. From these small beginnings but from a firm base the operation has been built up to the present manufacturing complex in Salisbury, with a branch in Bulawayo, and in Umtali where we are probably better known as Eastern Districts Engineers.

From the beginning Zambesi Coachworks have been known as innovators. The staff of well-trained, enthusiastic and competent people are for ever on the lookout for new ideas. Ours was the first company to introduce the use of aluminium alloy in the manufacture of commercial vehicle bodies — a move which greatly assisted the transport operators of the day, as it enabled them to carry greater payloads within the restrictions of the existing axle loads permitted by Government.

Although the manufacturing bias of the company has generally been towards traditional coachbuilding activities — Just another Zambesi Coachworks product

many of the coaches and buses seen on our roads began life in either the Salisbury or Bulawayo factories — a good deal of diversification has taken place. In addition to the manufacture of luxury coaches and buses, we are the major suppliers of aluminium alloy semi-trailer and independent vans to the leading road haulage firms. These massively impressive vehicles are an everyday sight in the towns and on the highways of Zimbabwe and beyond our borders. The majority of fuel tankers seen in this country began their lives in our Salisbury workshops. A visit to Salisbury airport at any time will enable you to see enormous tankers and independent trailers delivering vast quantities of aviation fuel, in a matter of minutes, to the many modern jets standing on the apron. Impressive, by any standards — and they were built here in Zimbabwe.

A further diversification led to the construction of vessels for the Zambesi and for Lake Kariba. Visitors to the Victoria Falls will have travelled in one of the 100-passenger launches on the river and enjoyed the sight-seeing cruise. The largest vessel on Lake Kariba, the "Sea Lion", was built in Salisbury and transported to the Lake. When you consider that the vessel is 31 metres long and capable of ferrying 15 cars, this represents no mean feat for a small land-locked country such as ours. Indeed, many of the vessels seen on the Lake at present were built by Zambesi.

So far the story has been one of past achievements — and of these we are justly proud — but, in order to maintain

our place in the forefront of our industry, it is necessary to keep ahead in product development. To this end the company continues its policy of innovation, and the general public in Salisbury will shortly be seeing a completely new Refuse Disposal Vehicle or Compactor, which will revolutionise garbage disposal in the city.

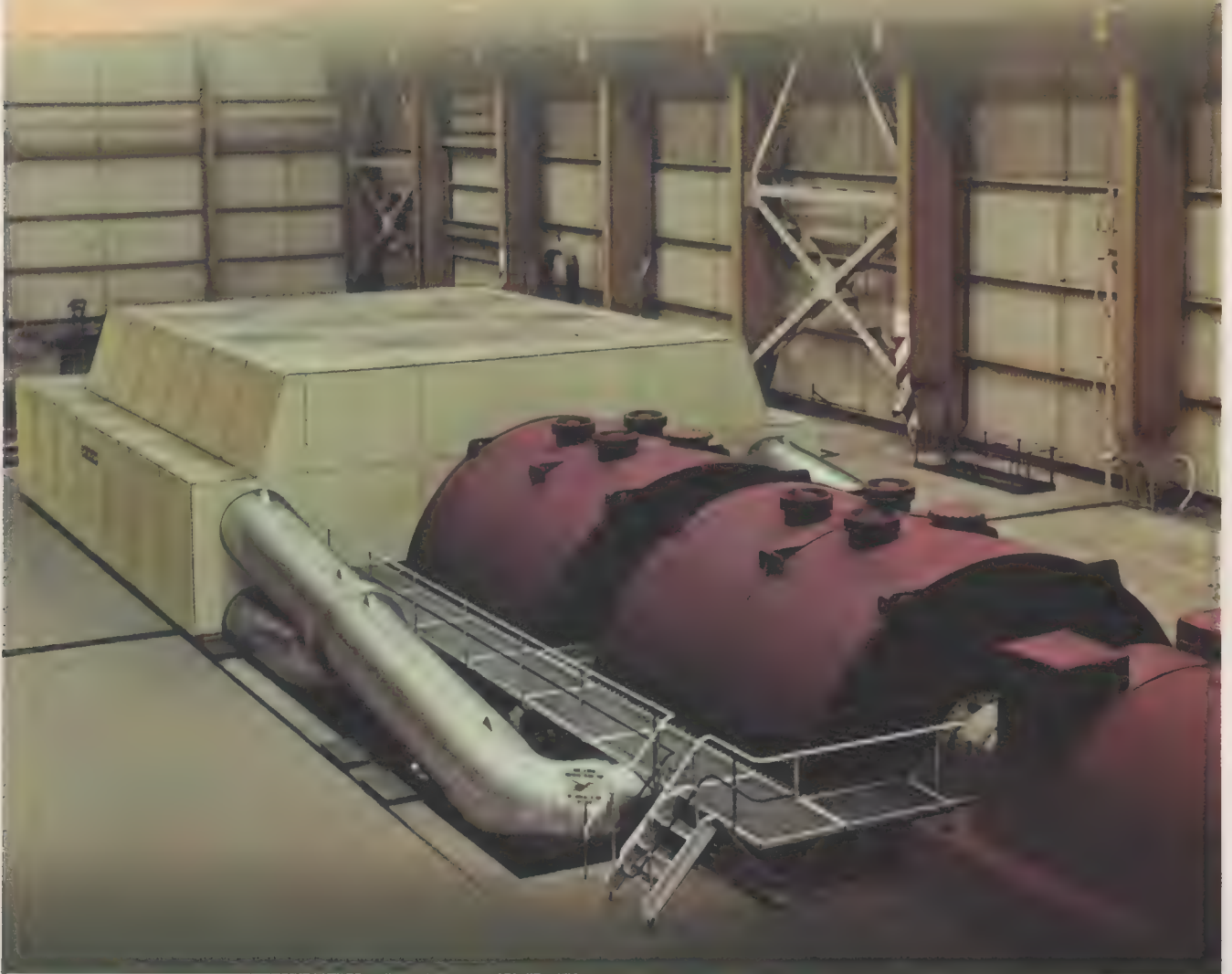
The collection and delivery vehicles of our well-known carriers will be fitted with roller shutter doors instead of the conventional hinged-type door, and they will also have hydraulically operated tail gates which will greatly facilitate loading and unloading in busy streets and factories. These are only some of many new products being processed at the moment, and our design and development staff are continually looking into new projects.

In common with many other companies in Zimbabwe, we are suffering some shortage of skills; but fortunately a programme of training young apprentices of all races has been maintained, and the quality and workmanship coming out of our factories compares most favourably with similar concerns elsewhere in Africa.

Zambesi Coachworks is only a tiny cog in Zimbabwe industry, but we have an important part to play in the development of this young and exciting country. When the story comes to be told in the days ahead, we are proud to think that people will know that we have contributed to the development of Zimbabwe; and our vehicles will be there as they always have been — in front!



M.A.N. Your Prime Partner for Modern Steam Turbines

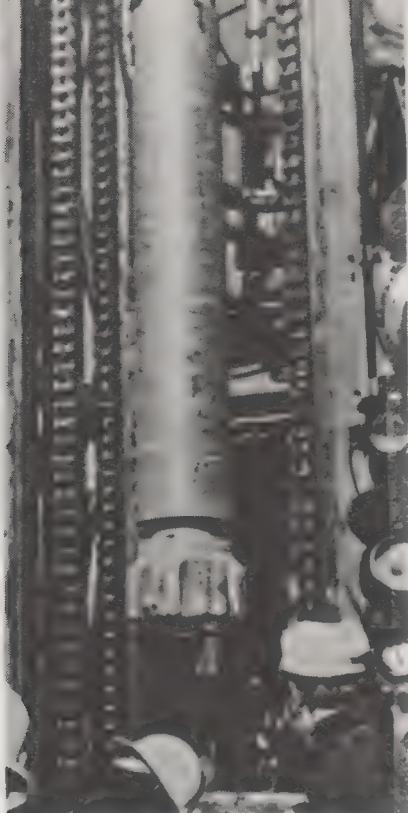


(ZIMBABWE) are proud to announce we represent:-

M.A.N. and Alsthom Atlantique who are supplying the turbo-generators and
Industrie Elettriche di Legnano who are supplying the generator transformers all for
the new Power station at Wankie.

IPTC IS ALSO IN MINING AND MANY OTHER INDUSTRIAL ACTIVITIES AND WOULD BE GLAD TO RECEIVE YOUR ENQUIRIES.

IPTC (PRIVATE) LIMITED (ZIMBABWE), 1001 Islip House, Samora Machel Ave., P.O. Box 4592, Salisbury. Tel. 704157



Drilling rig

I.P.T.C. (PRIVATE) LIMITED (ZIMBABWE)

I.P.T.C. (Pvt) Limited (Zimbabwe) is the local subsidiary of an international company based in Zurich, Switzerland. It has been operating in Zimbabwe since 1980. Its comprehensive international links enable the company to offer technically advanced engineering products from many leading manufacturers in Europe and America.

I.P.T.C. is proud to announce that it represents, through sole agency, the following major international companies:

M.A.N. and its Subsidiary GHH Sterkrade

This West German company's range includes mining head gear and winding towers, furnace charging cranes, magnet cranes, turntables and turrets for continuous casting. It also undertakes the design, supply and erection of equipment for metallurgical ore dressing, pig iron production, electric producing furnace plants, and steel works installation.

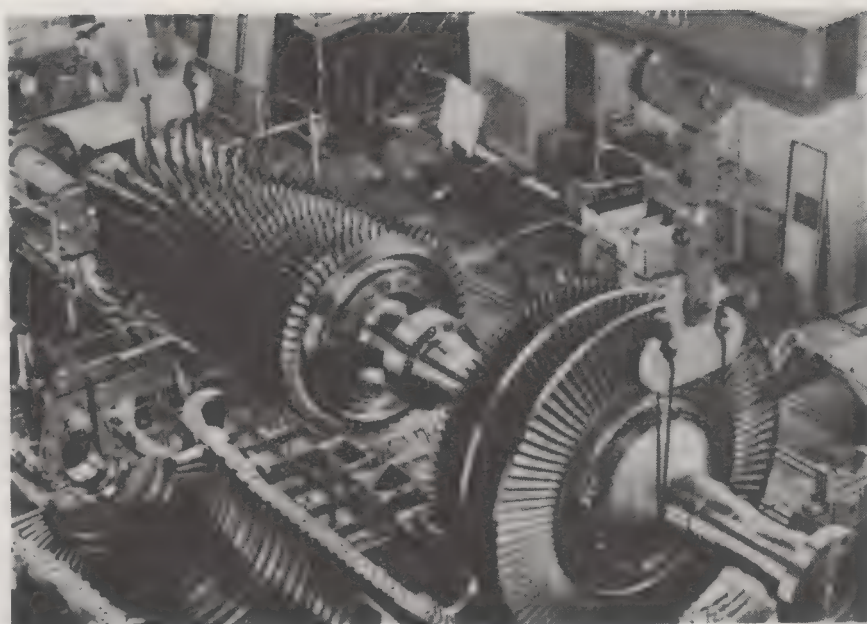
M.A.N. is presently manufacturing the 125 mW turbines for the new Wankie power station.

Alstom Atlantique

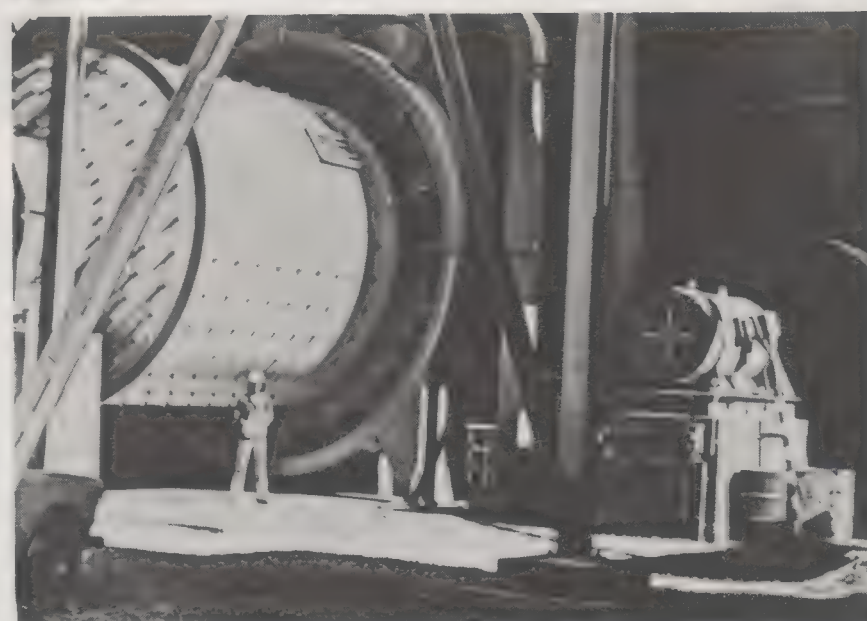
This major French electrical company produces a wide range of advanced products: it will be supplying the generators for the new Wankie power station.

Industrie Elettiche di Legnano

This Italian company has secured the contract for supplying the new Wankie power station's generator transformers.



Gas turbine



Tube mill

'Jost'

A famous German trade mark synonymous with quality and expertise. I.P.T.C. will be marketing its range which covers fifth wheel couplings, ball bearings, turntables, king pins and landing legs.

Schramm

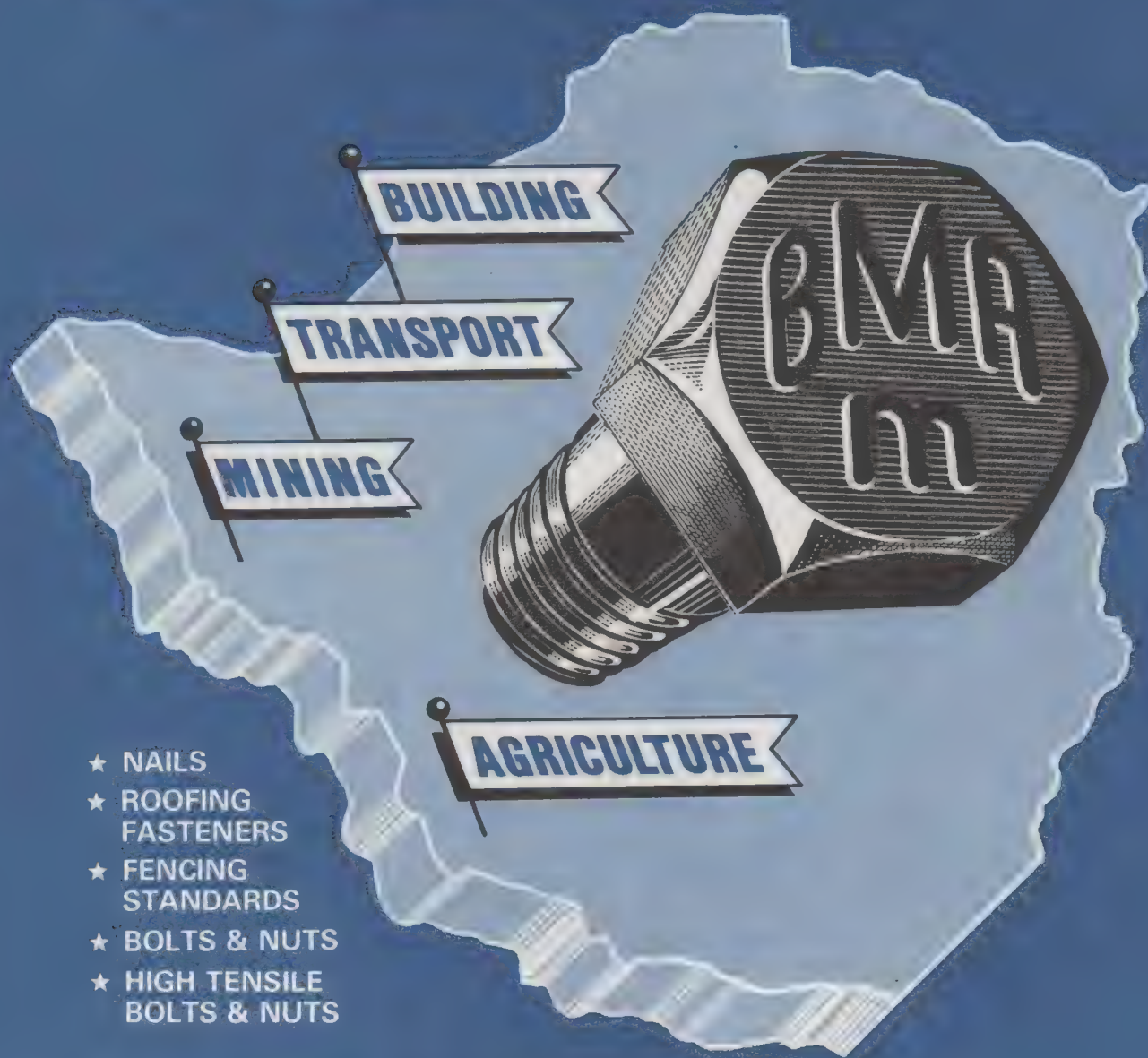
A large U.S.A. concern producing mobile drilling rigs — which could play an important part in realising the water potential of remote areas of Zimbabwe.

In addition to the above, we are also

able to supply industrial weighing machines, dust collecting plants, gas cleaning plants, concrete ramps, road sweepers, high pressure compressors, crushers, tube mills, feeders, dryers, paper mill equipment, and prime movers for power production with diesel engines ranging from 50-32 000 kW (either stationary units, rail traction units or other industrial applications).

We look forward to receiving your enquiries, and will be pleased to call on you at your convenience.

Fasteners for Zimbabwe



- ★ NAILS
- ★ ROOFING FASTENERS
- ★ FENCING STANDARDS
- ★ BOLTS & NUTS
- ★ HIGH TENSILE BOLTS & NUTS

Stockists throughout Zimbabwe



FASTENERS (PVT) LTD

P.O. BOX 8249, BELMONT, BULAWAYO TEL. 68391

P.O. BOX 4212, SALISBURY TEL. 792391



Federal Bolts and Nuts Limited commenced operations in Livingstone as a small bolts works. These works were transferred to Bulawayo over twenty years ago to larger premises, closer to the source of local materials, where trading then commenced under the name Bolt Manufacturers Africa Limited. Expansion has been rapid, and BMA is now converting 7 000 tonnes of locally produced high quality steel into Mild Steel Bolts, Nuts, Nails, Roofing Fasteners and Fencing Standards.

A new expansion project costing in the region of \$800 000 has already been embarked upon, and BMA will shortly be in a position to meet a large portion of the nation's needs for High Tensile Bolts and Nuts which have previously been imported. These Fasteners are required throughout Zimbabwe, particularly in the Agricultural and Transport sectors, for the construction of new plant and the maintenance of existing equipment.

The company, associated with the international Guest, Keen and

Nettlefolds and Anglo Vaal Groups, employs over 300 workers in its Bulawayo Factory and Salisbury Branch. All sales to stockists are handled by the company's own marketing organisation, BMA Fasteners (Pvt) Limited.

A full range of Bolt types and numerous specialised fasteners are manufactured within the BMA factory, by either a hot or a cold forging process. In the comparatively slow, but still effective, process of hot forging, black steel is immersed in acid to remove scale and impurities from the surface and is then drawn to the correct diameter by a machine designed and built within the company's workshops. Once drawn, the steel is cropped to length and the pins are heated in furnaces to temperatures of up to 1 000°C. The bolt head is then formed by hot forging. Whilst still hot, the bolt head is trimmed to the required shape; and, finally, screwing machines cut the thread into the shank of the bolt. Many different shapes are formed in this manner, and the standard thread now used is metric coarse.

In keeping with world trends, the more sophisticated bolt making process of cold forging is performed on diameters ranging from 6 mm to 20 mm.

As with hot forging, black steel is de-scaled and drawn to correct diameters prior to any forming or shaping processes. Once drawn, steel in coiled form is fed directly into large high-speed machines which crop the steel to length, forge and trim the bolt, without the heating process required for hot forging. Subsequently, the thread is formed on the bolt by a rolling action on separate high-speed machines. The rolled thread

produced is superior to the other thread form, as no cutting of the material is required.

Nuts in diameters ranging from 6 mm to 16 mm are produced by a cold forming transfer process on other machines within the works.

Complementary, and indeed essential, to the main factory, the company's efficient Toolroom produces the machine tools required for the manufacture of all BMA products. Tools manufactured from specialised steels shaped to extremely fine tolerances are hardened and tempered at temperatures up to 1 600°C in furnaces designed and built by the company.

A separate section in the Bulawayo Works produces nails and roofing fasteners; included in this range of products are shoe rivets, staples, hookbolts, channel bolts and drive screws for the building industry. BMA also produces high quality agricultural and security fencing standards, and has a galvanising plant for the bright zinc electroplating of products.

The company is currently making a valuable contribution to the Zimbabwe economy with increasing exports to the rest of the African continent. Valuable export orders for rail track fasteners have been gained as well as a large portion of the sub-continent's requirements for all types of fasteners.

As more sophisticated types of fasteners come into use, BMA is confident that it has the technical knowledge, the plant, and a team of well trained employees to meet the present and future requirements of Zimbabwe and its neighbours, in the field of fastenings.

Aerial view of Bolt Manufacturers





springquip

When ordering we need to know!

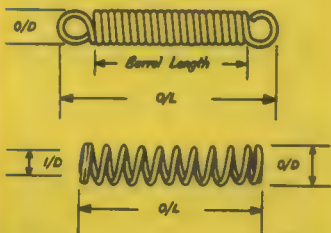
The correct specification
if no sample or
drawing is available.

Tension Springs

- a) Overall Length including
Loops.
- b) Barrel Length
- c) Outside Diameter
- d) Diameter or Gauge of wire
- e) Ordinary or extended Loops

Compression Springs

- a) Overall Length
- b) Number of Coils
- c) Pitch
- d) Inside Diameter
- e) Outside Diameter
- f) Gauge of Wire
- g) Ends closed or closed
and ground



We specialise in springs for....

TENSION — TORSION — COMPRESSION. In every instance, reliability is vital, and so often an appliance, or system is often completely dependent on a special spring, to operate efficiently. **Springquip** are geared to meet your need, whether it be one off or a thousand.

WE MAKE SPRINGS FOR . . .

- ★ THE MANUFACTURER (Components, Spares, Maintenance)
- ★ THE MOTOR TRADE (Clutches, Brakes, Accelerators, etc.)
- ★ Research and development of new ideas.
- ★ Engineering, Agricultural and Textile machinery.

springquip



SPRING MANUFACTURERS (PVT) LTD.
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Distributors of CIRCLIPS & TENSION PINS, Metric-Seeger type to international standards. We carry limited stocks of the internal and external Circlip range from 2.3 mm to 300 mm. Large quantities quoted on request.



springquip

THE SMALL SPRING SPECIALISTS

Founded in October 1970, Spring Manufacturers (Pvt) Limited — or to give it its popular name, Springquip — has become Zimbabwe's leading small spring specialists being the major manufacturer of such springs in the country.

The company today employs a staff of 40 at the company's premises in Salisbury Street, Salisbury. Each month, hundreds of thousands of springs covering some 2 500 different types are manufactured here to customer specification, be it a "once-off" or a mass-production operation.

Spring Manufacturers also offer a full range of circlips and tension clips in sizes varying from 1,9 mm to 300 mm and are the largest stockists of these components in the country.

Meeting growth demand from manufacturers, particularly in the fields of engineering, agriculture and the textile industry, Springquip specialise in springs of the tension, torsion and compression type, supplying, in addition, the mining industry, the motor trade, researchers and developers with the many and varied types of these components required.

With this in mind, the company introduced a highly successful range of multi-spring packs which contain a selection of some 50 assorted tension and compression springs ideal for the everyday requirements of the farmer, manufacturer and week-end mechanic. Since their introduction a year ago, several thousand of these packs have been sold and the demand from centres throughout Zimbabwe is rapidly increasing.

It would be virtually impossible to list the greatly diversified fields of industrial, commercial and agricultural activities that require springs in one form or another. However, as a short-list, the company specialises in manufacturing springs for accelerators, clutches, brakes, doors, garden chairs, irrigation equipment, seating, fire-extinguishers,

Workshop assortment of springs

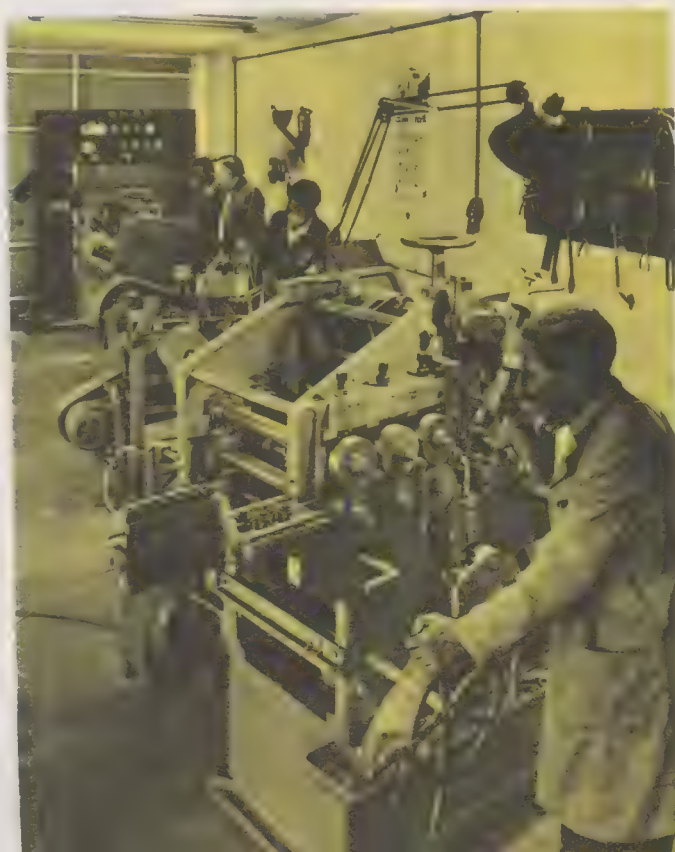
water valves, pumps, lawn-mowers, refrigerators, ovens, carpet-sweepers, textile machinery, quick-release devices and recently, the design and research into weapon springs. As an illustration of the reliance that is placed on the inconspicuous spring, it is appropriate to note that more than 70 springs are at work in the engine, chassis and fittings of the average motor car — small components that, in every instance, are necessary if not vital to the vehicle's efficient performance. The illustration can be carried further when one considers the appliances, machinery, systems and equipment in constant and daily use that require any number of springs in order to function adequately. With the inevitable expansion that followed the Spring Manufacturers' growing reputation as a reliable and accommodating producer of small springs, the company found it necessary to acquire more sophisticated machinery to cope with the demands for greater quantities and higher quality of springs, a decision which has only strengthened Springquip's position as the small spring specialists. However, apart from the more sophisticated mass-production machinery, much of the concern's machinery was either modified or

designed and made in the workshops by its enterprising and imaginative engineering personnel.

In the 11 years of their productive existence, Springquip have proved that quality of design, material and finish are worthy attributes to their success; reliability and ingenuity coping admirably with even the most complex of requirements that have arisen as a result of a nation-wide shortage of those hard-working components of latent energy.

During the sixteen year period that the country was subjected to economic sanctions, production and development was restricted to the growing home market and very few export opportunities existed: however now that the country has gained its Independence and international recognition, a vast new export market has opened up with access to African States and areas which have no spring manufacturing capacity of their own. In view of the number of enquiries received the company has acquired additional equipment to meet the expected demand.

Recently the company has expanded into the Bed spring section making Divan single coil and tension springs and also a variety of double coil mattress springs.



A corner of Springquip's factory

Hunyani Holdings Limited

On 1st May, 1981, Zimbabwe's major paper and packaging company changed its name to Hunyani Holdings Limited. Previously known as Hunyani Pulp & Paper Industries Limited, the group has consolidated and wrapped up a diverse group into one easily identifiable package.

Listed on the Zimbabwe Stock Exchange, Hunyani has made a dynamic debut into the local marketplace under its new banner; and, while many impressive structural innovations have taken place, the group's aims and policies remain the same — namely, to put its country's people at top priority on every level and to sustain a viable, expanding timber, paper manufacturing, printing and packaging operation within the country.

Hunyani's new image is publicly known through its main operating company, Hunyani Paper & Packaging Limited, which controls six product and two service divisions, all named by broad product grouping. No longer should there be any confusion that its operations are confined to the Pulp & Paper Division at Norton. Hunyani is in the paper and packaging business in a big way — and the slogan "Hunyani, your real package deal" is more than just an empty promise when describing the group's capabilities.

The Pulp & Paper Division supplies a large amount of the raw material required by the Corrugated Products and Paper Sacks Divisions to manufacture cardboard containers, die-cut fruit and vegetable boxes, the international American "Leaf-stor" tobacco case and much of the country's paper sack requirements, from cement to self-opening bags. Not only do Hunyani manufacture these vital every-day goods but they are heavily involved in design, ensuring that every customer has a product ideally suited to his particular needs.

There is a lot more to making a cardboard container or a paper sack than meets the eye — and here Hunyani has a big plus in its ability to produce just the right product. Zimbabwe's opaque beer producers rely on the Hunyani Conical Containers Division to supply the poly-coated cartons so ideally suited for handling and consumer convenience; and in Bulawayo the Hunyani Tissue Products Division supplies a large variety

of paper tissue goods from toilet rolls to paper hand towels.

Not only are corrugated containers and paper sacks vital to many manufacturers who need to pack their product safely and efficiently, but, to sell a product with its own image, marketing men look to Hunyani's Carton & Print Division to give them that image. The largest operation of its type in the country, Carton & Print, Salisbury, Bulawayo and Gwelo, design and make litho-printed cartons for every conceivable use. Carton & Print has a maturing plant where paper and board is kept at optimum humidity levels prior to printing, thus ensuring a high quality job. It has a gold foiling operation so necessary to produce prestigious packaging for the cosmetic industry, as well as being able to wax cartons to pack frozen foods. If a customer requires his packaging to be varnished, it is done in-house. Another important product of the Carton & Print Division is the manufacture of textile cones onto which locally produced yarns are wound. It is clear that with divisions specialising in paper manufacture, corrugated cardboard, conical, tissue, carton and print, and paper sacks, Hunyani really does offer a real package deal.

Supporting the day-to-day operations of this complex and sophisticated group are Hunyani Management Services, comprising the offices of the Group Managing Director, group accounting, financial control, secretarial and personnel management services. The Hunyani Properties Division controls all the land and buildings owned by the group.

The second company under the Hunyani Holdings umbrella is the timber plantation in Selukwe, now called Hunyani Timbers and formerly Selukwe Timbers. Covering some 2 500 hectares of prime forest area, it supplies the Pulp & Paper Division with much of its eucalypt requirements which are grown for pulp manufacture.

Hunyani's management team believes the group is well geared to meet the challenging demands placed upon it by the increased requirements for paper products. With the stabilization of the political and security situation in Zimbabwe and an expected economic

take-off, the group's Managing Director, Mr. A. G. Paterson, is confident that Hunyani will be a leader in a market involving some 60 million people in Central and Southern Africa.

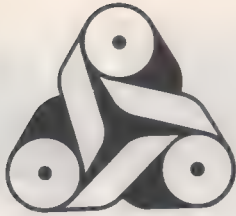
"But", insists Mr. Paterson, "while aiming for higher productivity and profits, the group's policy does not depart from the philosophy that the employee must come first in all aspects of business and industrial life. Hunyani has put the worker first since its inception in 1951, and will continue to do so", he said.

Facilities for employees within the group are first-rate, as the group's annual report for 1980 clearly shows. Over 2 000 employees have excellent health services, canteen facilities, and highly effective training systems based on the modular concept where an employee works at his own rate under supervision to complete a module at a time, on the job. With an eye to the future, Hunyani has earmarked some \$4,5 million for capital expenditure to September, 1981, and will spend \$114 000 on worker training alone. In the field of middle and senior management, the group has initiated a specialist course at the University of Zimbabwe along with other progressive companies who wish to encourage staff to gain higher levels of training.

Hunyani has also demonstrated its support and interest in Government's stand on tree-planting. In December, 1980, members of the group all over the country planted trees at factories and offices, whilst at Hunyani Timbers a further 240 hectares were cleared and planted, not only for pulp manufacture but to supply the building industry and mines, who use eucalypt timbers for pit props.

New products and exports feature readily in plans for 1981. Hunyani was recently granted the licence by the Ex-Cell-O Corporation of America to manufacture the world-acclaimed Pure-pak system in this country — a successful international liquid packaging system used world-wide in the dairy industry and for the packing of many types of liquid foods.

Production of the Leaf-stor tobacco case begins in July this year, and is seen as a major breakthrough by the tobacco exporters as the case is tough, light-



weight, and requires a minimum of storage space.

At a cost of \$1.6 million, the paper-making machine, PM 1, will be back in production after a major re-build. The machine, closed down when export markets were lost six years ago, is expected to go into production fully in August, 1981, and will add another much needed 900 tonnes per month of lighter weight papers to the mill's present output of 1 200 tonnes of various grades of paper.

"One of the first orders PM 1 will fulfil is a \$250 000 export order", said Chris Molam, General Manager of the Pulp & Paper Division. "This particular customer could provide a growth market worth \$1 million annually." He said the Group is currently negotiating several export orders with African States.

Always looking to support the conservation of natural resources and foreign currency, Hunyani Waste Paper Collections provide a service both to the private and business sectors whereby clean scrap paper is collected from the familiar yellow bins and cages placed outside supermarkets and shopping centres throughout the nation. Factories

A range of corrugated cardboard containers produced by the Hunyani Corrugated Products Division



A small class undergoing specialised training at the Pulp & Paper Division



A range of multi-wall paper sacks produced by the Paper Sacks Division of Hunyani

may be on contract to the company who have regular collections throughout the industrial sites — which means businesses are saved time and money and are rid of fire hazards. A vital raw material which has to be imported if not collected locally, scrap paper is paid for on a per-kilo basis and the monies, some \$15 000 to date, paid to various charities. Three centres have depots where scrap is collected, sorted and baled, and then sent to the mill for re-cycling. Scrap value cannot be ignored — and Hunyani appeals to all members of the public to

save waste, preventing expenditure of hard-earned currency on a commodity Zimbabwe has readily available for recovery.

Hunyani's new name does not mean any changes for its customers or suppliers, but rather a more easily identifiable group which has streamlined operations and established a sound corporate identity.

With confidence from the Board and shareholders, Hunyani looks forward to taking advantage of further expansion and investment opportunity.

A range of litho-printed cartons produced by Hunyani Carton & Print



3-metre lengths of timber being fed into the "chipper" prior to pulp manufacture





We're writing

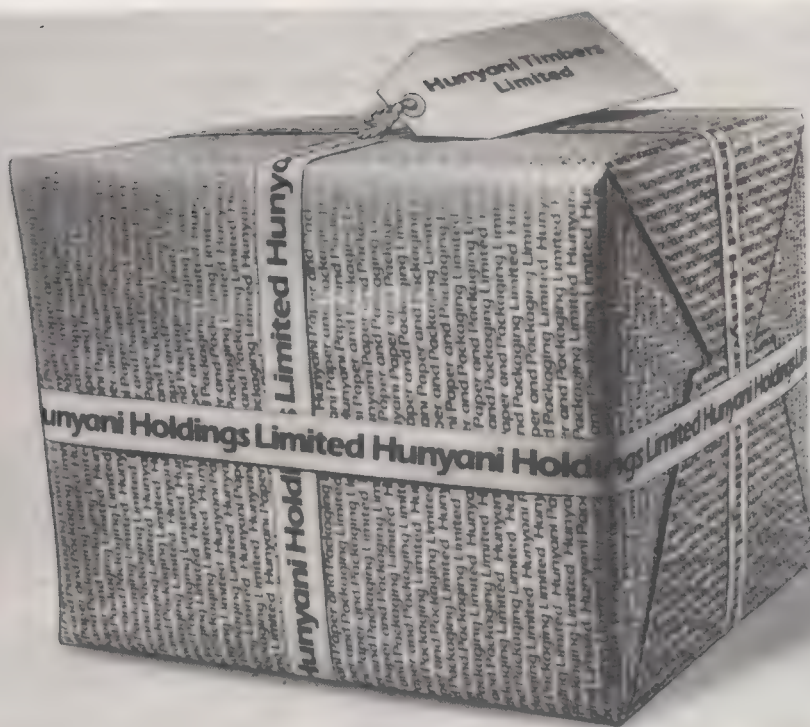
Hu

Hunyani Paper

Comprising the following:

1. Pulp & Paper
2. Corrugated
3. Conical Containers
4. Paper Sacks
5. Carton & Print
6. Tissue Products
7. Management
8. Properties

**Hunyani Corporation
(Private) Limited**



Hunyani Holdings Limited

ve got it all rapped up.

nyani Holdings Limited

For some time Hunyani has had a number of well known companies within the group each with very different names. Since we're all wrapped up together Hunyani has been absorbed into our names and we've established a clear divisional structure. For us it means management based on divisional lines and it gives you a clearer picture of the group and the products we are able to provide.

& Packaging Limited

Hunyani Timbers Limited

Following divisions:

- the manufacturing operations formerly conducted by Hunyani Pulp and Paper Industries Limited.

Products

Timbers

- the manufacturing operations formerly conducted by Amalgamated Packaging Industries Limited.

- the manufacturing operations formerly conducted by Hunyani Carton & Print (Private) Limited.

Services

- formerly Hunyani Pulp and Paper Industries Limited, Head Office.
- land and buildings formerly owned by companies throughout the group.

Carton & Print (Gwelo)

Private Limited

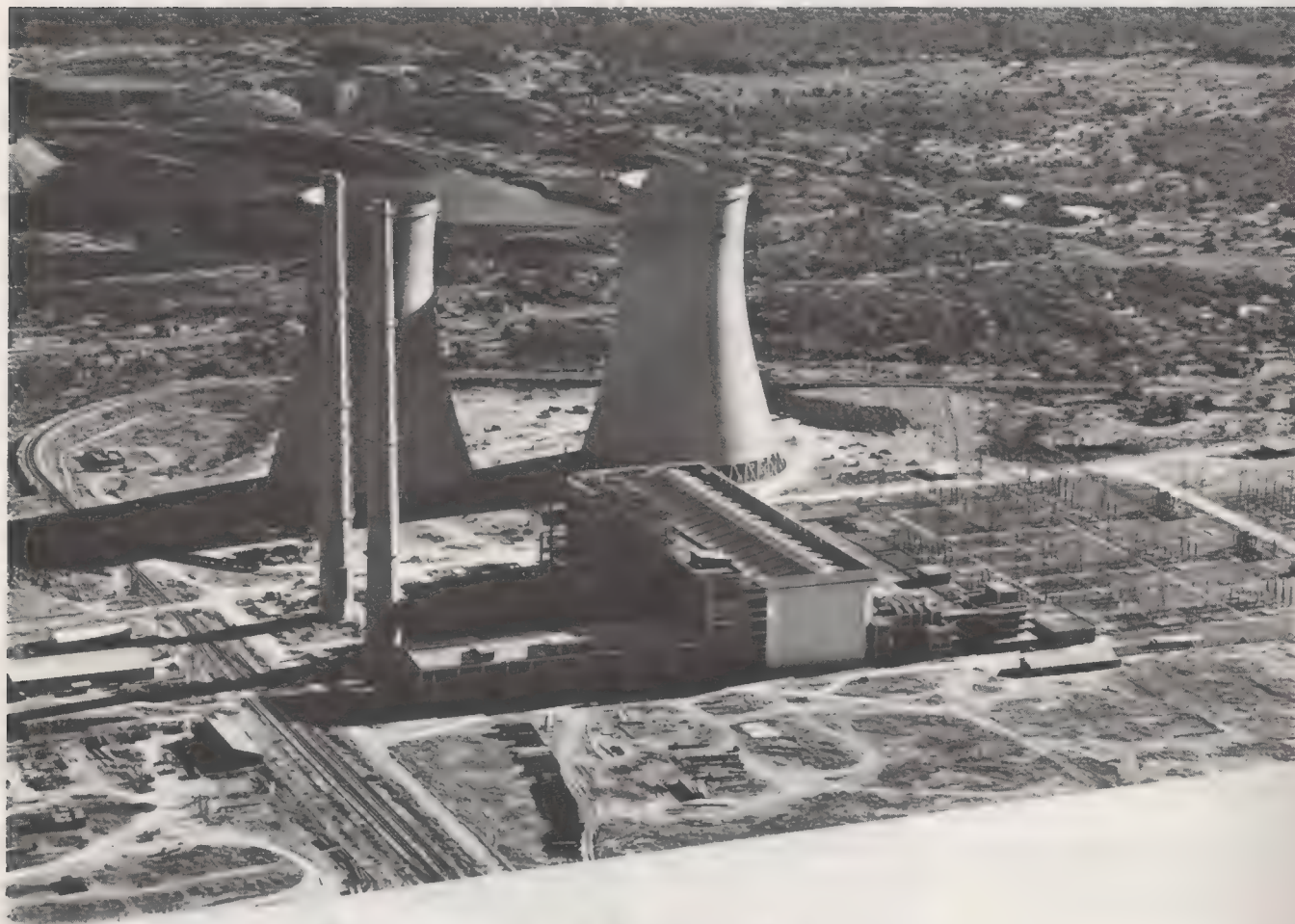
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Mather+Platt

in Zimbabwe

*Mather & Platt are proud to have
the contract for fire protection
at the Wankie Power Station.*



A part of history
Active in the present
Looking to the future

Factory installations
Industrial 'Pipework' Plumbing services
Fire protection systems
Water supplies Fire doors

Mather+Platt

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Tel. 46114 45665
Telex 4432

Mather +Platt

Mather + Platt, a member of the Wormald International Group, is involved in many diversified activities, but is better known for its involvement in Fire Protection. The history of fire protection is synonymous with the history of Mather + Platt.

The Industrial Revolution in the United Kingdom and the rapid advancement of industrialisation in the United States of America resulted in an unacceptable number of fire losses and claims upon insurance companies. Consequently, early attempts were made to develop a fire protection system that would automatically extinguish fires at their inception and at their point of origin. The Automatic Sprinkler System is primarily a 19th-century development and there is some debate concerning the chronological order of inventions and patents. It should also be appreciated that the non-automatic sprinkler system, an earlier development than the automatic sprinkler system, found prominence between 1850 and 1880.

It is reasonable to suppose that the first recognised patent for a sprinkler system was issued in 1723 to a chemist named Ambrose Godfrey. This particular system consisted of a cask of fire-extinguishing liquid, usually water, containing a pewter chamber of gunpowder. A potential fire would ignite a system of fuses connected to the pewter chamber of gunpowder, which would explode and scatter the extinguishing liquid.

The earliest attempts to develop an automatic sprinkler system were not successful. Further developments, though significant, were slow because of the imperative need to produce a reliable automatic sprinkler head and non-corrosive piping.

In 1874, Henry S. Parmelee of New Haven, Connecticut, patented the first practical Automatic Sprinkler Head. Parmelee Sprinkler Systems were installed extensively throughout the

United States of America by the provident Steam & Gas Pipe Company under the direction of its President, Frederick Grinnell. However, in 1882, he developed his own sprinkler head — and Mather + Platt, also working on the development of Fire Protection Systems, recognised the potential and utilised the Grinnell Sprinkler Head and System. The "Grinnell" Automatic Sprinkler System has remained a Registered Trade Mark of Mather + Platt to this day.

The original Grinnell Automatic Sprinkler Systems utilised a Sprinkler Head orifice size, distribution and pipe sizing that resulted in a very successful sprinkler performance for ordinary hazard occupancies. The basic design principles of sprinkler systems remained fundamentally unchanged until 1970. It is jokingly suggested that the basis of sprinkler design of these systems was dependent upon the convenient 10' x 10' centre line positioning of timber beams in Lancashire cotton mills.

Mather + Platt continued to perfect and develop their Grinnell System; and very early after the turn of the century insurance companies offered substantial insurance discounts to clients who installed such systems, in recognition of their successful fire performance. The next significant development by Mather + Platt was the "Quartzoid" Bulb Sprinkler Head, utilising a liquid-filled "Quartzoid" fusing element. Perhaps the most important development by Mather + Platt research engineers was the "Mulsifyre" System of fire protection, used to extinguish fires involving heavy oils by surface emulsification, utilising water only as the extinguishing medium. The "Mulsifyre" System is electrically non-conducting, and consequently is used most extensively for the fire protection of transformers as well as other applications.

Mather + Platt established their Central African Headquarters in Salisbury in 1950. The first Sprinkler System installed in Northern Rhodesia was at Rhodesia Milling, Lusaka, in 1951; and subsequently every mine store on the Copperbelt was sprinkler protected. The first Automatic Sprinkler System to be installed in Nyasaland was at Lujiri Tea Estate in 1955. A number of Systems were installed in Mocambique, the first being a flour mill in Lourenco Marques in 1954.

It is interesting that after a lapse of ten years history is repeating itself and that

the Mather + Platt, Salisbury, Zimbabwe-based operation is now serving Zambia, Zaire, Angola, Mocambique, Malawi and Botswana.

A totally indigenous establishment is based in Zimbabwe, where every feature of the company's activities — commercial, design, manufacture and erection — is undertaken, under the management of Michael J. Read. It is interesting to note that Mr. Read, with more than sixteen years' experience in pipework and fire protection engineering, was the first person in Southern Africa to obtain membership of the Society of Fire Protection Engineers, based in Boston in the United States of America. 90% of the present employees have been with the company in Salisbury for more than ten years, and some 60% can boast fifteen years' or more experience. The existing company policy of advancing and training indigenous African employees is continuing at an accelerated rate in order to accommodate the present demands on the workload of the company and to satisfy our confidence in the future prospects of this region.

Mather + Platt will be investing more than \$1 million in Zimbabwe in 1982. Involvement in the Wankie Power Station project alone will require a major site establishment of skilled personnel and facilities for five years. Other major projects are in the course of execution, including the first N.F.P.A.-designed installation at National Foods, Aspindale, Salisbury. The total value of the group's activities in Zimbabwe alone exceeds \$5 million.

Although Mather + Platt has been popularly remembered for its origins in the field of Automatic Sprinkler Systems, it has been firmly established in the manufacture of Fire Doors, Pumps, Food Machinery, Textile Machinery and Fire Protection Systems of all kinds. The precedent has been established for a number of years in other parts of the world by members of the group to design, supply and instal industrial pipework, factory installations and plumbing services. It naturally follows that we are currently involved in establishing ourselves in these fields of activity in Zimbabwe and throughout Central Africa.

It is significant that our high level of current activity and our diversification programme is a reflection of our confidence in the future of Zimbabwe.



Tools of our trade

Windmill operates one of the finest research and development laboratories in the country. But it doesn't stop there. Windmill delivers expertise all along the line, channeling its tremendous resources and expertise — through our man on the spot — to every farmer in the country.

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COMMERCIAL FARMING



Senator Norman with the Farming Oscar for 1981

Zimbabwe's large-scale commercial farmers recently showed their appreciation of their Minister of Agriculture, Senator Denis Norman, when they awarded him the Farming Oscar for 1981. The trophy, which is presented to the person contributing the most to agriculture in any year, has never before been awarded to a Cabinet Minister.

The man who received this great honour was born in Chalgrove, England, in March, 1931. He went to school in Bloxham and, on leaving in 1947, went to work on the family farm until 1953 when he came out to Southern Rhodesia.

He started work as a farm assistant in Mtepatapa, and in 1956 moved to the Umvukwes as a farm manager. At the end of 1959 he decided to buy his own farm in Karoi. He bought a second one in 1962, and another in Norton in 1975 where he moved the following year.

Between 1960 and 1966, Mr. Norman served on Karoi's Intensive Conservation Area (ICA) Committee, becoming its Chairman from 1964 to 1966. In 1967 he was elected Vice-Chairman of the Karoi Farmers' Association, a position he held until 1970. From 1964 to 1966 he was also Chairman of the Government Commission of Inquiry into the desirability of a rural council in the Karoi area. In 1968 he became a member of the Rhodesia Grain Producers' Association, and became its Vice-Chairman and Chairman successively from 1972 to 1976.

In 1976 Mr. Norman was elected Vice-President of the Rhodesia National Farmers' Union (now the Commercial Farmers' Union). In 1979 he was elected President. In this capacity he travelled to lobby at the Lancaster House Conference in 1979. He remained President of the CFU until March, 1980, when the Prime Minister, Mr. Robert Mugabe, asked him to join his Coalition Government as the Minister of Agriculture.

Senator Norman is married and has four children.

The responsibility for Zimbabwe's agricultural industry rests with the Ministry of Agriculture, assisted by a number of agencies. According to the Economics and Markets Branch of the Ministry of Agriculture, one of the major functions of the Ministry is to assist Government in formulating policies "designed to achieve the wellbeing of Zimbabwe's agriculture".

The Ministry comprises the following: Head Office, including the Economics and Markets Branch; the Department of Conservation and Extension (Conex); the Department of Research and Specialist Services; the Department of Veterinary Services; and the Department of Agricultural Co-operatives. In addition, the Ministry of Agriculture is responsible for a number of statutory bodies

including the Agricultural Marketing Authority (AMA); the Tobacco Marketing Board (TMB); the Agricultural Research Council (ARC). The AMA is, in turn, responsible for the Grain, Dairy and Cotton Marketing Boards and for the Cold Storage Commission.

Extension

Agriculture is currently served by two separate extension services which are now to be amalgamated under the Ministry of Agriculture. These are: the Department of Agricultural Development (DEVAG) which confines its activities to the communal lands (16,35 million hectares, formerly known as tribal trust lands) with their approximate 675 000 peasant farmers; and Conex which, to date, has been responsible for the large and small scale commercial farmers of which there are approximately 13 500.

Research and Specialist Services

This department is responsible for the technical progress of agriculture and conducts research in a number of fields, including animal science, crop production, pasture development and agricultural education.

The Agricultural and Rural Development Authority

A statutory body attached to the Ministry of Lands, Resettlement and Rural Development, its basic strategy is to expand wage employment in the agricultural sector through a land resettlement scheme associated with irrigation development.

Agricultural Credits, Inputs and Marketing

The Agricultural Finance Corporation (AFC)

One of the major sources of agricultural finance. Its main objectives are to promote agricultural production by making credit available for the purchase of farms and agricultural inputs, and the development of agricultural marketing.

The Agricultural Marketing Authority (AMA)

The marketing of most agricultural products in Zimbabwe is subject to statutory control. The main marketing organisation, excepting tobacco and sugar, is the AMA. It is also responsible for the GMB, CSC, CMB and DMB — all statutory corporations established for the marketing of agricultural products in which, by law, they are required to trade.

Its objectives are to promote efficient administration of the marketing of regulated products; to advise the Ministry on matters connected with prices of any regulated agricultural products; to investigate agricultural marketing conditions; to borrow money on behalf of the Marketing Boards to meet their requirements.

ROLE OF AGRICULTURE

Agriculture performs at least four functions in Zimbabwe's economic growth and development. They are:

1. The production and supply of raw materials for the local manufacturing industries, especially the textile, tobacco, milling, dairy and sugar industries.
2. The purchase of a considerable quantity of industrial products as inputs. These include fertilisers, seeds, insecticides, farm equipment and machinery. (In 1979, for example, the agricultural sector bought \$235 million-worth of goods from the industrial sector.)
3. The creation of jobs and employment opportunities. In 1979, agriculture provided employment opportunities for over 34 per cent of the total labour force (this does not include self-employed people).
4. In addition to the production of food for local consumption, Zimbabwe produces a wide range of products for export. In 1979 the total agricultural production was estimated at 3,6 million tonnes of food and 0,3 million tonnes of non-food. Local consumption was approximately 2,7 million tonnes. The remainder was exported. In the same year agriculture earned almost 90 per cent of the total foreign exchange.

The role of agriculture in the national economy is shown, in part, in these figures:

ROLE OF AGRICULTURE

	1976	1977	1978	1979
GDP at factor cost in \$m				
National Total	2 006	2 081	2 228	2 457
Agriculture and Forestry	350	334	305	305
Labour Force in 000s				
National Total	1 037	1 015	990	989
Agriculture and Forestry	356	348	341	335
Total Exports in \$m				
National Totals	551,6	540,8	612,4	702,3
Agriculture	165,7	231,1	272,5	264,0
Total Imports in \$m				
National Totals	382,5	388,2	404,2	551,0
Agriculture	34,7	35,9	38,4	54,0

MAIZE/TOBACCO FORECAST : 1981

Below is a crop forecast (14th April, 1981) for maize and tobacco in the 1980/81 season.

Any readers interested in obtaining forecasts for groundnuts, cotton, soyabeans, sorghum and sunflower should contact the Economics and Markets Branch of the Ministry of Agriculture.

Item	Area in Hectares	Yield/Hectare Tonnes	Production in Tonnes
1. Maize			
Large scale commercial	315 000	6,032	1 900 000
Small scale commercial	42 000	2,310	97 000
Communal land	1 000 000	1,000	1 000 000
SUB TOTAL	1 357 000	2,209	2 997 000
Maize deliveries to GMB			
Large scale commercial	—	—	1 800 000
Small scale commercial	—	—	67 000
Communal land	—	—	170 000
SUB TOTAL (Deliveries)	—	—	2 037 000
Maize retentions			
Large scale commercial	—	—	100 000
Small scale commercial	—	—	30 000
Communal land	—	—	830 000
SUB TOTAL (Retentions)	—	—	960 000
TOTAL MAIZE (RETENTIONS AND DELIVERIES)	1 357 000	2,209	2 997 000
2. Flue-cured Tobacco			
Large scale commercial	40 000	1,750	70 000
N.B.—There are no small scale commercial or communal land producers.			
3. Burley Tobacco			
Large scale commercial	1 500	1,500	2 250
Small scale commercial	80	1,000	80
Communal land	330	0,545	180
TOTAL	1 910	1,314	2 510
N.B.—All production is sold.			
4. Oriental Tobacco			
Large scale production	—	—	—
Small scale production	40	0,400	16
Communal land	37	0,405	15
TOTAL	77	0,403	31
N.B.—All production is sold.			
5. Cigar Tobacco			
Large scale commercial	0,5	2,000	1,0
N.B.—(1) There are no small scale commercial or communal land producers. (2) All production is sold.			



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This table shows Agricultural Imports, Exports and Major Inputs related to the Agricultural Industry (\$'000)

	1966	1975	1976	1977	1978	1979
Agricultural Imports						
Food and live animals	15 177	14 317	7 187	6 434	4 647	9 709
Beverages and tobacco	1 284	1 548	1 199	1 308	1 383	2 072
Animal and vegetable oils and fats	1 528	2 087	2 011	1 864	406	2 238
	17 989	17 952	10 397	9 606	6 436	14 019
Major Inputs related to Agricultural Industry						
Fertilizers	7 013	4 203	3 076	3 021	3 830	3 934
Pesticides	2 154	13 090	6 539	7 687	11 751	13 159
Grain bags (hessian and jute)	1 783	4 383	1 295	2 595	3 294	1 951
Machinery	2 461	7 849	7 424	6 221	5 858	8 179
Petroleum products	1 584	5 792	5 965	6 765	7 193	12 820
	14 995	35 317	24 299	26 289	31 926	40 043
Total Imports	32 984	53 269	34 696	35 895	38 362	54 062
Agricultural Exports						
Food and live animals	30 412	132 294	94 623	96 051	105 794	109 833
Beverages and tobacco	22 214	72 280	56 648	78 676	102 768	85 593
Animal and vegetable oils and fats	481	1 110	3 086	4 723	5 764	6 072
Other non-food items	5 326	8 978	11 372	51 618	58 131	62 481
	58 433	214 662	165 729	231 068	272 457	263 979
Total national exports	200 795	517 144	551 583	540 750	612 364	702 302
Total national imports	169 414	461 761	382 518	388 157	404 239	550 906
Visible balance	31 381	55 383	169 065	152 593	208 125	151 394
Total Agricultural Exports	58 433	214 662	165 729	231 068	272 457	263 979
Total Agricultural Imports	32 984	53 269	34 696	35 895	38 362	54 062
Visible balance for Agriculture	25 449	161 393	131 033	195 173	234 095	209 917

Sources: Statement of External Trade by Commodities, 1966, 1975/78.
Statement of External Trade by Commodities, 1979.

With a record maize crop (around two million tonnes), the political stability frequently attributed to full stomachs is more than a dream in Zimbabwe this year — and the agricultural community could be forgiven for a little fully justified preening. The Minister of Agriculture, Senator Denis Norman, has himself predicted a \$850 million agricultural output this year — a rise of over 40 per cent from 1979.

In addition to its impressive food production, Zimbabwe has attracted prices for her flue-cured tobacco this year that make even those of the golden 'fifties' fade into insignificance. Dr. Sydney Sekeramayi, Minister of Lands, Resettlement and Rural Development, neatly summed up the 1980/81 agricultural year when addressing a group of farmers from the Enterprise Intensive Conservation Area recently. Stating that successful agricultural production depended on political stability, sound government pricing policy, the farmers' managerial efforts — and the weather — he said:

"Last year, the combination of these four factors came out just right. The country is now reasonably stable, and the producer prices, in many instances, reached record levels." Dr. Sekeramayi pointed out that Government had given a producer

price of \$120 a tonne for Class A maize; \$165 a tonne for wheat (plus a delivery incentive bonus). The average beef price has been increased by some 30 per cent; cotton producers have received 40 cents a kilogram for their best grade cotton; and tobacco prices made history with some Virginia being sold at upwards of \$2,00 a kilogram.

In spite of fifteen years of sanctions and seven years of bush war, Zimbabwe remains the second largest agricultural producer on the continent, and this year was chosen by member countries of the Southern African Co-ordination Conference (SADCC) to devise their regional food security plan. As the Commercial Farmers' Union (CFU) President, Jim Sinclair, said, "The first thing to remember is that we have had a very good year climatically: therefore a lot of problems tend to fade into insignificance."

Senator Norman has, however, warned the country not to relapse into a state of agricultural euphoria. Speaking at the CFU Congress in July he said, "Despite these great achievements, I must warn against complacency and self-satisfaction. We still have a long way to go to assure our position. In fact, I do not believe we can ever afford to relax,

and must continue to strive for greater production and greater improvement."

At the same Congress, the Senator said it was now time for the peasant areas, covering some 42% of the country, to be moved out of subsistence farming and into the cash economy. At present there are approximately 675 000 families living in communal lands (formerly tribal trust lands). They are believed to be self-sufficient in maize, and produce most of Zimbabwe's groundnuts, sorghum and sunflowers. This season is expected to see a 75 per cent increase in cotton from the peasant sector (in 1977/78 this sector contributed 1,5 million tonnes). Schemes to improve the infrastructure in the communal lands are under way.

The most dramatic agricultural development — and potentially the most far-reaching in the long term — has been the new Government's resettlement policy. Because of its long-term political — and practical — implications, it is worth taking a closer look at the resettlement schemes.

Started in October, 1980, the first three-year plan envisages the purchase of 1,1 million hectares — on a willing-seller-willing-buyer basis — and the resettlement of 18 200 families at an estimated cost of \$60 million (\$30 million being funded by the British who are also monitoring the development). To date, some 1 564 individuals, plus families, have been resettled on eight schemes throughout the country.

Although this initial scheme has been slow to get off the ground, as the Deputy Minister of Economic Planning and Development, Mr. Morton Malianga says, "Now we are confident we can increase the tempo as we gain experience (in resettlement). We would like to consider the figure of 54 000 families as a minimum for the first three-year period."

Government's resettlement policy paper lays down three schemes which may be adopted. "The first model," says the man at the forefront of it all, Dr. Sekeramayi, "involves the setting up of intensive village settlements with individual arable allocations and communal grazing areas." The second is intensive settlement combined with a centralised 'core' estate; and the third involves intensive settlements with communal living and co-operative farming. "The third group," says the Minister, "is obviously for those groups of people who are well motivated and have a high level of ideological consciousness and commitment."

As Model A is the only one to be effected to date, it is worth closer examination. In this scheme, a man selected for resettlement (under strict rules laid down by the Ministry of Lands, Resettlement and Rural Development) will be given a five-hectare arable plot, a 2 000 m² home site in a village, and communal grazing for up to eight livestock. Water will be supplied (boreholes, windmills, reservoirs); dip tanks, schools, clinics and business centres. The initial planning and implementation is carried out by the Ministry of Agriculture's Department of Conservation and Extension (Conex), which demarcates arable lands, waterways, roads, villages, residential sites — and marks out the contour ridges. Extension assistants (two) will live permanently on each scheme. As Conex's Chief Training Officer, Paul Kennan, says, "A sound basis has been laid by Conex's planning team headed by Chief Planning Officer, Peter Ivy; and the extension field officers will ensure conservation and sound agricultural practices are adopted and carried out. Extension is the key to the whole success of these resettlement schemes. Without this, they will certainly fail."

Dr. Sekeramayi is not unaware of fears of land destruction resulting from resettlement. He told a group of large-scale commercial farmers recently (there are approximately 500 producing 90 per cent of Zimbabwe's food): "It is not the intention of my Ministry to turn these schemes into

unproductive communal lands. They must be productive and also be properly conserved. To ensure this, we insist that the land is first planned by our professional and technical officers in Conex whom, you will accept, are professional because they planned the majority of your farms."

It is planned to make each resettlement area self-sufficient in timber with the planting of blue gum plantations. And to give the peasants the initial boost "to help them on their way", Government has ploughed up half a hectare of their five hectares of arable land. There are discussions presently under way on further help in the form of financial assistance.

Many agriculturists, both in Zimbabwe and abroad, feel that with the full weight of the country's leaders behind the resettlement scheme and the assistance of dedicated extension departments, Zimbabwe's settlement scheme is all set to become one of the most successful in the Third World.

At the same time, in its overall drive to improve the rural areas, Government has approached private or large-scale farmers to play a fuller part. Dr. Sekeramayi said recently: "I urge farmers to contribute by re-investing in your farms and improving them — do not indulge in 'mining' or 'milking' the land; build better homes for your workers, better schools and clinics; build dams and roads; and initiate your own projects in co-operation with your peasant neighbours and the Government." Finally, Dr. Sekeramayi urged farmers to examine ways "of making your workers feel they belong to the farm and are committed. Give them some security and participation," the Minister said.

MAJOR CROPS

Zimbabwe, unlike many African developing countries which depend on one or two agricultural products for food and export, has several crops of significant importance. A brief look at some of the major ones:

Maize

As a result of the very attractive incentive price of \$120 per tonne offered for Class A maize in the 1980/81 growing year, a record production of 2,88 million tonnes is expected. This production will more than satisfy Government's objective of self-sufficiency. Local consumption is expected to be about 1,5 million tonnes. This implies the remainder will be used to export, and to replenish national stocks somewhat depleted by two successive drought-affected seasons.

Tobacco

In 1979, tobacco earned about \$80 million in foreign exchange. It is an especially useful crop because of its high value per unit of volume. This is of particular benefit in a landlocked country, far from its export markets.

Cotton

Cotton lint earned \$46 million in foreign exchange in 1979. Again, it is a crop with a high value per unit of volume.

Other Crops

Other crops earning foreign exchange include coffee (\$10 million); tea (\$7 million); maize (\$17 million); sugar (\$20 million); vegetable oils (\$5 million). Beef, frozen and chilled, contributed over \$30 million in foreign exchange, while hides and skins earned \$10 million. (All these figures are for 1979.)

A reduction in the volume of wheat production is a cause for some concern at present. There are indications of a wheat shortage for local requirements before the end of 1981.

Coffee

Coffee could well become one of the major agricultural success stories of Zimbabwe. Earning \$10 million in foreign currency in 1980, it has already overtaken many crops traditionally more capable of earning foreign currency. The recent frost in Brazil could do much to bolster the industry.

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Since 1968, Bain Manufacturing Company has been producing a range of quality tillage equipment for the Zimbabwean farmer. Local knowledge and expertise have been used to ensure that the implements produced stand up to the extremely hard and tough conditions experienced in the country.

Development is an on-going exercise. New ideas, new technology, new systems and information from throughout the world are collated, applied to manufacture and result in the world-class implements that the company distributes, not only to Zimbabwe, but to neighbouring territories.

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Bain didn't invent the plough, the tractor or the harrow. But it has taken those concepts, plus its own technology and experience, to produce the finest range of farming implements in Zimbabwe . . . tailor-made for the land and the men who work it.

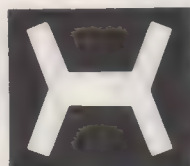
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Grown almost entirely in the sophisticated commercial sector, coffee plantings, until comparatively recently, were confined to the high rainfall areas of the Eastern districts such as Melsetter, Chipinga and the Vumba. Originally introduced into the country by members of the Moodie Trek in the 1890s, coffee really got off the ground as an industry in the early 1960s. Continual research since then was given an official boost with the establishment in 1972, of an experimental station in Chipinga. In 1973, the milling and marketing of the crop was handed over to the Agricultural Marketing Authority, through the Grain Marketing Board, so enabling the industry to meet the high standards of international marketing. Today, the Grain Marketing Board has coffee depots with mills in Umtali and Chipinga, and there will be a new one opened in Banket shortly to cope with the crop's expansion in the Lomagundi district.

Sanctions and the national call for crop diversification led to attempts to grow coffee in places other than the Eastern district. It has been very satisfactorily developed in many areas of Mashonaland ranging from Gatooma, via Lomagundi and Karoi to Mtepetapa.

Economists feel, in spite of last year's price decline, that coffee in Zimbabwe is assured of a prosperous future. Like tobacco, it is an especially valuable crop because of its high value per unit of volume, a characteristic of particular benefit in a landlocked country far from its export markets.

Tea

Tea production earned \$7 million in foreign exchange for Zimbabwe in 1979 with the production of 9 843 tonnes. The 1980 crop is expected to be around 12 000 tonnes — an increase of 22 percent — despite the fact that plucking operations were affected by severe frost.

The tea growing areas are in the Chipinga district some 200 km south of Umtali, where most of the 2 600 hectares are grown under irrigation, and in the Honde Valley 100 km north of Umtali. Employing a labour force of some 10 000 workers, the majority of the tea estates are company-owned.

An especially useful crop because of its high value per unit of volume, the tea industry quickly reasserted itself after being on the frontiers of the seven-year bush war.

Local consumption rose by 41 percent between 1979 and 1980 as the end of the war enabled the local market to be developed. According to the Agricultural Marketing Authority's annual report this year, the broadening of the income base also bolstered the demand for tea.

Eighty percent continues to be exported as Zimbabwe's reputation for high quality teas has given the country a place of importance on the world market.

It is unfortunate that the decline in international tea prices, combined with increased plantation costs, could possibly put a brake on the expansion of this thriving earner of foreign currency. At present, world tea prices are so depressed that nearly half of the total output is being grown at a loss.

Sugar

With an annual production worth over \$25 million, sugar is one of the four most important crops grown in Zimbabwe (the others being tobacco, maize and cotton).

In 1979, the area of mature cane was increased to 24 518 hectares — all of it in the low veld on either company-owned or Government-backed estates.

While local consumption declined during the war, it stabilised in 1979 at around 113 000 tonnes. Unfortunately, exports have declined steadily because of the depressed world market conditions, according to the Agricultural Marketing Authority. In 1979, for instance, the export realisation of \$71 per tonne was some 10 percent below that of the previous year.

To balance the gloom, it is worth noting that with Independence, new markets have opened up to Zimbabwe which has also become a member of the powerful International Sugar Association. Under the Lome II Convention furthermore, Zimbabwe is entitled to a quota of 25 000 tonnes per annum in the European Economic Commission.

Two lesser, but vitally important, aspects of the sugar industry are its role in the production of ethanol — and in Government's first three-year resettlement programme. As one agriculturist says, "Ethanol production has stabilised the whole sugar industry within the country — and plans are afoot for very substantial expansion in this area."

In the field of resettlement, sugar will play its part in bringing peasants into the cash economy. At present, a Government-funded estate in the low veld is being split into 10 hectare plots for individual settlers. It is thought that because of the emphasis on ethanol, sugar could become to Zimbabwe what rice is to China.

Cattle

The tentacles of war have reached deeply into the heart of the Zimbabwean cattle industry and, two years after peace, it is still feeling the effects of the seven year war.

In 1978 some \$37 million worth of beef was exported but by 1980 this had fallen to \$20 million, only two and a half percent of the country's total export earnings.

There was a decrease of 35 percent between 1977 and 1980 on the number of head slaughtered, although local consumption had increased by approximately 12 percent. At the same time, the national breeding herd declined — for a variety of reasons — from just over 1,2 million to over 70 000 breeding cows.

It is estimated that one third of the cattle holdings in the communal and small scale farming areas were lost during the war as a result of disease and stock theft. The situation in the large scale sector showed a similar trend but here the emphasis was on stock theft with disease coming in as a secondary factor. There was a decline of 12 percent from 2,85 million cattle in 1977/78 to 2,51 million in 1978/79. In 1979 over 92 000 head of cattle were stolen — compared with 26 000 in 1977.

Early in 1979 measures were taken to reduce the slaughter of female stock suitable for breeding and in the closing months of that year a Breeder Finance Scheme was introduced to give the Cold Storage Commission the authority to withdraw stock suitable for breeding.

Similarly the volume of ox and cow hide exports decreased by 7,7 percent from 655 325 pieces in 1978 to 604 649 in 1979. The value of exports, however, rose from \$6,39 to \$9,4 million in 1979 — a reflection of the improved world market hide prices.

At present there are calls from the beef producers to Government to increase the producer price still further on the theory that beef production is a long term business and the incentive should be given now to enable the industry to get back on its feet.

PRICE OF RUMP

Zimbabwe continues to sell the cheapest rump in the world at \$2,39 a kilo. Compare the prices:

Holland	per kilo	\$8
Italy	per kilo	\$6,02
Sweden	per kilo	\$10,04
Switzerland	per kilo	\$10,39
Britain	per kilo	\$4,13
South Africa	per kilo	\$5,29



Seed Maize in Zimbabwe is unique in that production through to certification of the seed is handled entirely on the farm — unlike most seed production which relies on a central grading system for the processing of the seed.

The Seed Maize Co-op Company of Zimbabwe Limited has 140 seed producer members. These growers are under the eye of qualified seed maize inspectors (20 growers per inspector) who are responsible for the whole production cycle of seed right up to delivery of certified seed to the Co-operative.

Inspection standards are high, with a minimum of three inspections every two weeks and often more during the detasselling period. A grower can usually bank on having in the region of 20 inspection visits during the season, the final inspection being the one where seed is certified on the farm.

Detasselling is done by hand, requiring a large labour force, and is supervised by the seed producer personally. In most cases the field is checked daily during the crucial detasselling period by the labour who walk every row. Once the crisis period is over, fields are still checked every second day until the seed inspectors are satisfied that there can be no contamination from foreign pollen. Whole fields are occasionally rejected if the standard of detasselling is considered by the inspector to be inadequate.

Once pollination is complete, male pollen parents are removed from the field and the field inspected to ensure that all male cobs have been removed and that there are no off-type cobs in the field.

Unlike in most countries, seed cobs are all reaped and shelled by hand, which means that there is very little mechanical damage done to the seed. Diseased seed is removed by hand under the careful supervision of the seed producer and the seed inspector. Once the seed inspectors are satisfied that standards have been maintained throughout the whole process and a satisfactory germination result has been obtained, the seed is certified in accordance with Seeds Act stipulations.

The standards for Certified Seed are as



R215 cobs

high, if not higher, than anywhere else in the world — which are made possible by the very close supervision given to seed maize production by the seed producers.

Research plays an integral part in seed production in Zimbabwe. Breeding is perhaps the most important aspect of the programme — and here great emphasis is placed on yield, resistance to lodging, disease resistance, satisfactory tip coverage, heat/drought resistance, and stalk strength.

At the Rattray Arnold Research Station, which is owned by the Zimbabwe Seed Maize Association, there are 1 700 observations in the breeding nursery. In addition, a number of trials are being carried out on distance isolation, time isolation and silk viability, which have created a great deal of

SR52 commercial maize field

interest, not only on the African continent but also in Europe and America.

A comprehensive testing scheme involving over 3 600 varieties is being carried out at present at three sites. The best results from these trials progress to further trials, and it has been reported that there are a few very promising varieties which could be released shortly which have proved to be consistently good throughout the country.

The key to the Association's success lies in the maintenance of high standards and the continuing process of experimentation and developing new varieties to meet new demands. There seems little doubt that Zimbabwe's maize varieties have earned an enviable reputation locally and abroad.





SUCCESS from ear to ear.

Zimbabwe's SR52 maize continues to be a world beater. In November, 1980 it was again adjudged World Champion at the Royal Canadian Winter Fair in Toronto. That says a considerable amount about Zimbabwe's on-going excellence in crop seed production.

Apart from six seed maize varieties we produce seed wheat, barley, oats, soya beans, ground nuts and sorghum, sunflowers, field beans, sunhemp, fodder beans and cow peas in accordance with exacting seed producing standards acclaimed world wide.

When it comes to producing world class crops, your most important choice is the seed you plant. Zimbabwe seed is tested and proven so the success of your crop is assured before you plant it.



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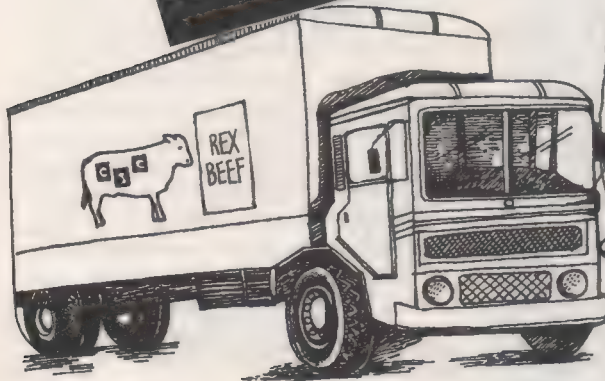
To import our seed contact:

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CSC



Lintas CSC-449

ZIMBABWE INDUSTRY & COMMERCE 1981/82



Although Zimbabwe's beef industry has suffered some severe set-backs in recent years, it has nevertheless come through with its base and infrastructure still intact. Further, there are encouraging signs that, in response to a number of remedial measures, a start is being made on the rebuilding of the breeding herd.

If this rebuilding process is successful and can be sustained, then Zimbabwe will once again be able both to supply its increasing domestic requirements and sell substantial surpluses on export markets. It has been estimated that, based on previous levels of exports, these

could earn the country about \$100 million per annum in foreign currency.

The return to and achievement of such a situation will require continued and concerted teamwork between commercial and peasant farmers, the sophisticated Government infrastructure of research, extension and veterinary services, the parastatal marketing organisation — the Cold Storage Commission — and the Government itself.

Established by Act of Parliament in 1937, the Cold Storage Commission is required by law to purchase, at the prescribed prices as fixed by the Ministry of Agriculture from time to time, all cattle delivered by any person to its works, and to process, market and dispose of the resultant carcasses to best advantage on both internal and external markets. The Commission is a constituent body of the Agricultural Marketing Authority and, while it has no monopoly on the local market, it has, through a single channel marketing system, sole beef exporting rights with the exception of canned beef.

The C.S.C. today operates factories in Bulawayo, Salisbury, Fort Victoria, Gatooma, Marandellas and Sinoia, a small abattoir in Umtali and a Cold Store in Gwelo. The Cold Store, completed in early 1976, is designed for the centralised storage and efficient handling of up to 3 600 tonnes of frozen beef.

The multi-million-dollar Marandellas and Sinoia cold storage works, opened in 1975 and 1976 respectively, and which are almost identical, are regarded by many international experts as two of the most up-to-date in the world. Capable of handling 500 head of cattle per day, at each, the emphasis throughout is on the latest processing and refrigeration procedures, with a very high degree of flexibility to cater for changing world market requirements, and the highest possible standards of hygiene.

The C.S.C. also operates ranch holding grounds and large-scale feedlots which can handle up to 120 000 head of cattle per annum.

During its forty-three years the Commission has played a significant role in the general development of the beef industry through, for example, the provision of a variety of cattle finance schemes, practical assistance measures in particularly difficult years, and young stock market stabilisation schemes. It has been a major sponsor of the National Carcase Competition on the annual agricultural show circuit, designed to promote the production of beef required by markets in terms of the relatively new and advanced Beef Classification Scheme by which beef sent in for slaughter in this country is classified.

In total, in all its operations, the Commission employs 3 500 people.

Hereford-cross cattle at Grasslands Research Station near Marandellas



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Centre pivot irrigator



Wright Rain Limited and Wright Rain Africa (Pvt) Limited have been serving the agricultural community in Zimbabwe for more than a quarter of a century. Experience in every aspect of irrigation from the largest estates to private gardens is available to potential clients. The range of equipment available is extensive both in variety and design. Substantial stocks are maintained to ensure quick delivery and prompt execution of large orders. Local industry is supported by local production of irrigation components, the assembly of which is carried out by the company to specifications closely follow-

Wright Rain

ing the design of imported units. In many cases the Zimbabwe-manufactured item is superior in finish to the imported equivalents.

The supply of irrigation pumps is not limited to one manufacturer and direct connection is maintained with leading manufacturers in Europe, Australia and elsewhere, thus ensuring the best possible technical back-up service. A very large selection of pump spares is maintained to enable Wright Rain to undertake repairs using proprietary parts. An efficient field service for pump repairs is available to its clients.

New developments in the irrigation field are intended primarily to reduce labour costs, and for this reason they are found to have great appeal in Europe and the U.S.A. Irrigation machines which reduce labour requirements may not necessarily conform to this country's needs, and conventional irrigation systems will continue to be marketed by Wright Rain Africa as long as require-

ments for this type of equipment exist.

Development of Zimbabwe's agricultural production is a challenge that must be met to keep pace with the increasing population and the call for an increasing level of food and fibre. Research into improved seed varieties, cultural practices and better training in management are all essential and, together with the successful use of sprinkler irrigation and the development of new lands, provide one solution to the problem of increasing the country's food and fibre supplies.

Reliance on natural rainfall to provide the required amounts of water at the correct time is uncertain and must be replaced by more sophisticated methods. Modern irrigation developments have resulted from extensive and valuable research on sprinkler design, spacings and pressures; and thus it is possible to provide efficient overhead irrigation systems for almost any soil type and crop, provided the fundamental requirements of water and power are available.



To plant a tree is an act of faith in the future

Border Timbers Limited is the largest timber grower and processor in Zimbabwe, supplying up to 65 per cent of the country's softwood needs.

The Forests

The company operates four forest estates in the high rainfall Eastern Highlands on or near the Mozambique border, with 27 418 hectares under afforestation. They are Imbeza and Sheba north of Umtali, and Charter and Tilbury at Melsetter. The main species is pine (89 per cent) and the balance eucalyptus (10 per cent) poplar and cypress.

There are five sawmills on the estates, rough sawing and kiln drying the timber for the company's factories in Umtali and Salisbury. There is a smaller factory in Bulawayo.

The best of the tall arrow-straight eucalyptus trees are dried and impregnated and the poles used by the PTC to carry telephone lines throughout the country. Eucalyptus poles and timber are put to many other uses.

A forest product growing in importance is oleoresin, tapped from 150 000 pines which yield their golden fluid drop by drop for the paint and turpentine industry. A total of 420 768 kg of resin was "harvested" during the financial year ended March, 1981.

A forestry bonus on Tilbury Estate is granadilla vines, which grow wild and produced 200 tonnes of fruit in the year.

The forests and sawmills employ about 3 000 people, for whose families the company provides houses, schools, clinics and recreation facilities. Heavy emphasis is placed on training in the many and specialised skills demanded on the estates, from silviculture to engineering.

The Factories

Rough timber from the estate sawmills



Forests of the future. Pine seedlings by the million are made ready at the Charter Estate nursery for planting out. Many will stand for 30 years before being felled



The Border Timbers Limited factories in Umtali and Salisbury are in full production to meet a growing demand for plywood and board and containers of many kinds

are processed into a wide range of products for the local market, as well as a variety of containers for the export of agricultural and other produce.

A modern plymill in Umtali uses pine logs and indigenous hardwoods such as mukwa to make plywood and other bonded veneered products, put to many uses in the furniture, building and allied industries. The veneer is either peeled from a steamed rotating log, or sliced paper-thin in the case of hardwoods to make maximum use of the log and to permit the careful matching of veneers by the furniture maker. The availability of mukwa is likely to decrease in the future.

The factories produce a multitude of cuts and dimensions, mouldings, finger-jointed material, blockboard, boxes, pallets, crates, doors, cable drums, tobacco cases and tea chests.

The factories and workshops employ 1 100 people, and training programmes are vigorously pursued to provide workers with the necessary skills and to equip them for responsibility.

The Future

Border Timbers Limited plays a significant part in Zimbabwe's development and is geared to continue to do so. Forestry is a long-term investment and a real commitment to the country. To plant a tree is an act of faith in the future.

In fact, it took longer for the company to pay its first dividend — 36 years — than it does for a pine to mature. The dividend follows record results for the financial year ended March, 1981; and a full 70 per cent of the profit made in that year is being ploughed back into further development and housing.

The housing programme in the current year will cost \$600 000, and substantial sums will be spent on installing new kilns at Charter sawmill and on improving equipment at the Umtali factory.

Border Timbers has deep roots in this land — and millions of frail ones in the nursery too, ready for the mountain slopes.

They will be felled in about the year 2011.



Where others see the trees, we see the wood.

Being a Timber Company, and the leading one at that, has its drawbacks. Where you may walk down some leafy lane and enjoy the sheer beauty of the trees, we are more inclined to examine the trees really closely, commenting on its suitability to perform various chores for man.

But on reflection, that's not such a bad thing. It gives you the confidence that

the timber you buy with the Border Timbers stamp is the best timber for the job. Don't just take our word for it. Check our products with the Standards Association. We already have their stamp of approval for decorative office panelling, exotic or commercial faced block board, marine ply and shutter ply. And we're always searching for new uses for our wood. Already

we've added Roof Trusses, Pallets, Fruit Boxes, Tea Chests, Wood Wool, Creosoted Poles and Cable Drums. And we're on the look-out for yet more new things to do with wood.



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**Rumevite
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Agricor Limited, P.O. Box 6604, Kopje, Salisbury. Telephone 760396, 760368.



the agricor group

Feeding the nation is of paramount importance to all Zimbabweans and, to do this, the Government is taking great pains to ensure the expansion and maximum utilisation of the agricultural industry and its products.

Agricor Limited was formed on 1st January, 1981, to bring together a group of local companies involved in the production, manufacture, sales and distribution of a wide variety of stockfeeds, grain products and agricultural chemicals.

The companies which presently make up the group are Agricura, Premier Milling and Rumevite, all of which have for many years enjoyed high reputations for the quality and diversity of their products and the services which they provide to the agricultural industry and the general public.

Nearly 400 people are employed within the group, many of them with extensive experience in their highly specialised fields, and the Group Management believes that it is these human resources within the various companies that make up their most important asset.

Agricura

Agricura has, for nearly thirty years, helped farmers in this country to keep their crops pest free, and maintained their ever improving yield and quality. The company has gone to great lengths to ensure that its wide range of products are specifically suited to the requirements and problems found here.

Two years ago, the company pioneered a formulation process for the production, in Zimbabwe, of a wide range of crop protection chemicals from base concentrates and additives. This highly specialised process requires top quality base materials, some of which are locally produced whilst others are imported. To

ensure rigid adherence to the company's standards, random sample quantitative and qualitative analysis tests are carried out in its sophisticated chemical laboratory.

Insecticides, herbicides, fungicides, soil fumigants, veterinary products, cattle dips and animal growth stimulants are available country-wide through a network of depots and stockists. Back-up for product users is provided by a highly trained sales force which has long experience in its respective areas.

Premier Milling

Natural food products and stockfeeds form the backbone of business for Premier Milling and have done since the company was formed in 1960, primarily as a family business.

Continued expansion of its facilities and product ranges have brought this company to the forefront in the Zimbabwe marketplace in terms of both consumer and specialist products. Roller meal, samp, mealie rice, grits and residues for the production of stockfeeds are manufactured by the company, whilst the Produce Division imports and exports grains, pulses, rice, salt, and all commodities allied to the milling industry. The Milling Division has recently undergone a major expansion programme designed to meet the fast growing demands of both the public and specialist sectors and to ensure top quality products.

The standards of the company's products were highlighted recently when its new Guard Dog Food became the first dog food produced in Zimbabwe to attain the seal of approval of the Standards Association of Central Africa.

Quality improvements are an ongoing

exercise at Premier Milling where teams of highly specialised personnel continually tour the country to ensure the requirements of their customers are met. Products are distributed throughout the country by road and rail, and plans are well in hand to ensure wider distribution to rural areas which have previously been inaccessible.

Rumevite

The third company within the group, Rumevite, stands in the forefront of the national effort to increase the beef herd in Zimbabwe. Rumevite's range of supplementary feeds for ruminants are the product of many years of highly specialised research. Based upon the fermentation residues of molasses, they contain high energy and protein supplements which give increased calving percentages, improved weaner weights and better overall condition of the animals through optimum utilisation of roughages.

Rumevite products, manufactured in Zimbabwe, are marketed through a wide network of distributors. Continuous research is carried out both in Zimbabwe and abroad to ensure top quality and suitability for local conditions.

Potential

The potential for this newly formed group of companies is vast, both in terms of the market within Zimbabwe and also in other African countries with ever expanding populations and food production requirements.

Feeding the soil, feeding livestock and feeding people are of primary concern to the world today — and the Agricor group of companies have the expertise and facilities to ensure that Zimbabwe will play a major role in this field.



WHAT WILL DEVELOPMENT MEAN TO THE PRIVATE SECTOR?

Projects and contracts to:

- **Build roads, dams, and other major civil works.**
- **Supply agricultural machinery, equipment and other input materials, for major agricultural development schemes.**
- **Supply pumping, piping and other equipment needed to deliver water supplies to rural villages and centres.**
- **Rapidly expand low cost housing projects in existing and newly planned urban centres.**
- **Rapidly expand and develop technical training facilities to increase the supply of qualified manpower and management potential for commerce, industry, agriculture and mining.**

These activities will expand domestic markets by creating jobs, wages and increased consumer expenditure. Industrial potential will also be increased because development will expand the supply of foreign exchange available for imports of equipment and materials.

Interested?

Whitsun has the capability to speed preparation of these projects and — with your assistance — help the country absorb the available foreign currency into these and many other areas of National development.

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All enquiries to:*



**The Whitsun Foundation,
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Telephone Salisbury 705977.**

The Whitsun Foundation

The Whitsun Foundation was inaugurated in August 1975 as a private, non-profit development agency with the intention that it should make a contribution to the development of Zimbabwe which would be additional and complementary to the efforts of Government. Funded entirely by the private sector in Zimbabwe, its membership has grown, since its establishment by three major sponsors, to 103 corporate and individual members.

During nearly six years of operation, the Foundation has developed some 40 projects in the fields of policy analysis, manpower training, rural development and regional and urban planning, with the emphasis on the sector of greatest need — the reconstruction and development of the rural areas.

1. Policy Analysis

This has included the investigation of problems and priorities in key sectors, the examination of existing policies and proposals for new approaches published in the form of policy papers and data banks. These have included Manpower Surveys, a Social Security Study, a Co-operative Societies Survey, and the first four of a series of data banks designed to bring together in single works, data and statistics published by many different sources, as well as previously unpublished material:

- Education and Training Data Bank
- Rural Development Data Bank
- Urban Sector Data Bank
- Manpower Data Bank

2. Manpower Training

In pursuing projects in both formal and informal education, the Foundation's approach has been directed to suitable training of blacks to enhance their employability with wage-sector technologies and to low-level operator training for employment in the urban sector. Formal training projects have included Diploma Training in Agriculture, and Management and Administration Training. In the field of non-formal training, Whitsun projects have included a national plan for a programme of Adult Literacy Training, and support for the Young Farmers' Club movement by financing and establishing a National Training Centre at Ruwa.

3. Rural Development

Whitsun's strategy for rural development has included two principal goals — the transfer of labour from low productivity peasant farming into higher income wage employment, and the transformation of the farming methods and means of livelihood of those remaining on the land. The transfer goal is seen not only as a process of growth but as including structural changes and improvements within the wage sector. The achievement of the transformation objective involves a major rural development programme and to this end Whitsun has completed several projects:

- **Peasant Sector Farm Credit:** With the Agricultural Finance Corporation (AFC) and consultants, the Foundation has completed a study of small farm credit needs, which establishes the effective demand for credit in the peasant sector and gives an account of available credit sources. The Study, which establishes national guidelines and a five-year plan for the provision of credit, is being used as a blueprint by the AFC.

- **Rural Afforestation:** Through consumption of fuelwood and deforestation of land for crop cultivation, the natural woodland resource of Zimbabwe is being rapidly depleted. Whitsun, with Devag and the Forestry Commission, has completed a study which brings together all available information on the timber resources of the country. The study suggests a programme to create an awareness of the need for woodland conservation, to reserve further areas of indigenous woodland, recommends the practice of agro-forestry, and suggests ways of strengthening and expanding local forest extension services and establishing nurseries and woodlots.

- **Urban Centres in Rural Areas:** Whitsun carried out a study which investigated the location, functions and form of Rural Service Centres as development bases for agencies operating in the rural peasant sector. The study assesses the past and present situation as related to the provision of services and business centre development, investigates criteria to be considered when determining the location and size of urban centres in rural areas, and assesses the potential functions and nature, as well as the financial, socio-economic and environmental implications of their development. A national programme for their establishment is suggested, areas where need is greatest and returns likely to be high are indicated, and the benefits accruing from urban centre development outlined. The project document is being used by Government in its planning for the establishment of urban centres in rural areas, and Whitsun will collaborate with both the public and private sectors in the planning phase of its project, paying attention to the question of rural based industry.

- Whitsun's other projects and studies in the field of rural development have included rural distribution, mechanisation and maintenance, appropriate technology and village water supplies. Projects in course of preparation or the subject of pre-feasibility study include land reform, range and livestock management, small scale rural enterprise and women's group development.

4. Regional and Urban Planning

Zimbabwe's rate of natural increase is so high that, if it continues at the present rate, the population will be some 15 million by the year 2000. The question for the planner is what proportion of this population will live in the urban centres. In its consideration of the change of emphasis in the planning of the nation's urban systems and of individual urban places, Whitsun has outlined a strategy for urban development within which are projects to which it attaches priority.

- **Finance for Low Income Housing:** Whitsun has completed a study of the financing of low income housing, which assesses the demand for and provision of this type of housing and considers the present system of housing finance. It examines possible amendments to the system and recommends alternative methods and modifications to the existing system. The Foundation is now engaged on a study in which a credit system will be suggested, to cater for that section of the population presently unable to obtain housing finance through either the public or the private sector. The study will recommend a finance system suitable for use by an organisation responsible for the development of individual low income housing construction and ownership.
- Other projects in course of preparation by the Foundation in the field of regional and urban planning include a pilot project for a co-operative housing scheme and a home building and improvement centre.



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COTTON

The Cotton Promotion Council was formed in 1971. It is an independent organisation created and funded by the Commercial Cotton Growers' Association of Zimbabwe. The C.P.C. is controlled by a Board of Directors, nominated by the C.C.G.A.

The Cotton Promotion Council is a service organisation. It aims to promote the usage of cotton and the development of the cotton industry in Zimbabwe. The functions of the C.P.C. cover three broad areas, namely:

- Technical
- Fashion
- Promotion

The **Technical Department** provides assistance to the textile and clothing industry on all technical matters such as dyeing, finishing, machinery and new product development.

The **Fashion Department** provides advice on fabric trends, colours, designs and styling. A fashion poster depicting the latest trends in clothing is produced twice a year and distributed to the local textile trade. The Council has a fashion library which has a large selection of both local and imported fabrics. The fashion library also has an extensive selection of magazines that cover the technical and fashion aspects of textile

The Cotton Promotion Council's stand at the 1981 Zimbabwe International Trade Fair



Mrs. Erica Quaile, Promotion Executive,
Cotton Promotion Council

manufacturing. The fashion library is open to anyone who wishes to use this facility.

The **Promotion Department** carries out a variety of promotional activities with the objective of maintaining and improving cotton's image in the mind of the consumer and at every level of trade and industry. This department produces a Textile Trade Directory which provides a comprehensive list of all the textile and clothing manufacturers in Zimbabwe. The Cotton Promotion Council is prepared to contribute on a fifty-fifty basis in the joint promotion of high quality cotton products.

A further function of the C.P.C. is the awarding and administering of the International Cotton Emblem. The cotton emblem is an international identification of pure (100%) cotton products, made to quality standards by manufacturers of good standing. The Council undertakes to send samples of any application for the cotton emblem to the Standards Association of Central Africa for testing. If the fabric meets the stringent quality standards laid down by the Council, the manufacturer is permitted to display the cotton emblem on his goods.

The Cotton Promotion Council provides these services at no cost. It aims to promote the consumption of cotton by both the consumer and the manufacturer, thereby securing the long term future of Zimbabwe's cotton industry.

For further information, contact:

The Cotton Promotion Council,
P.O. Box 2673,
Salisbury,
Zimbabwe.



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REHABILITATION

We have settled most of our war refugees or displaced people – we have provided minimum shelter, food, land and basic means of sustenance in the year that has gone by . . .

Prime Minister Robert Mugabe

Having achieved Independence after years of international isolation and a seven-year war, Zimbabwe has the urgent tasks of resettling and rehabilitating its displaced population and reconstructing its war-torn economy. No less urgent is the need to eradicate poverty, disease and illiteracy.

As part of a postwar recovery programme, refugees within the country were also returned to their homes. Between May and September, 1980, about 48 000 of these displaced persons were returned to their homes from 29 'protected villages' and various squatter camps. In addition, a substantial number were believed to have found their way home without official help.

An estimated total of 17 000 refugee children who returned from Mozambique and Zambia were still living in temporary holding camps at various mission stations in December, 1980, since which time more than 8 000 have been returned to their families but the balance were unable to find family support.

More than four million people (80 per cent of the population) live in rural areas which were hardest hit during the liberation struggle.

The Government began tackling the mammoth task with energy and realism; but it was immediately apparent that the assistance of the international community would be needed to get the programme off the ground.

To this end, the Zimbabwe Conference on Reconstruction and Development (ZIMCORD) was convened in March this year. The Conference had its origins in the Lancaster House Talks which preceded Independence, held in London in late 1979.

At Lancaster House it was foreseen that resources for land and rural development would be beyond the potential of Zimbabwe, Britain or, indeed, any single donor. Mobilisation of international support was therefore essential.

There were, mainly, five areas in which the international community would be urged to aid the new nation:

1. The programme of land settlement and rural developments;
2. Repair and reconstruction of war damage;
3. Resettlement of war refugees and war displaced people;
4. Training and rehabilitation of former combatants;
5. Technical co-operation.

During the five days, more than 70 delegations comprising 267 delegates from 45 countries, 10 international agencies and the United Nations, attended the Conference at which it was hoped to top the Z\$1,2 billion mark in international aid.

This figure was considered by many to be over-optimistic —

but, by the end of the Conference, the total sum realised since Independence, including the Conference figure, was Z\$1,282 billion.

The Minister of Economic Planning and Development, Dr. Bernard Chidzero, chaired the Conference. In a report at its conclusion, he said: "This (the sum of Z\$1,282 billion) includes commitments made before and reconfirmed at ZIMCORD totalling Z\$365 million. New pledges made at ZIMCORD amount to nearly Z\$917 million. Of the total, almost \$900 million is allocated to items on the ZIMCORD agenda: the refugee and reconstruction programmes, land settlement, rural development and training and technical assistance.

"Of the remaining \$383 million, that is, non-ZIMCORD, nearly a third has already been spent or earmarked for our emergency programmes to repatriate and rehabilitate our displaced rural population and reconstruct the damaged rural infrastructure.

"About a third of the non-ZIMCORD assistance is allocated to national infrastructure and modern sector development in areas which cannot be left entirely to private enterprise and which indeed cannot be divorced from rural development."

Possibly the most important altruistic gain from the conference was highlighted by Dr. Chidzero when he hailed the success of ZIMCORD as "approval by the international community of the Government's philosophies and understanding of its critical role in the southern African scene".

Among some of the pledges which did not fall directly into the financial sphere of the conference was a \$250 000 consignment of powdered milk from Luxembourg; frozen bull semen from Jersey to help with Chibero Agricultural College's large herd of Jersey cattle; and training assistance by Ireland in water resource development.

A month before ZIMCORD, in February, the Minister of Economic Planning held a Press Conference at which he released copies of the Government's plans for development. The policy statement was entitled "Growth with Equity". The introduction to it said in part: "Government is determined to forge ahead with the task of building a progressive, non-racial and egalitarian society which draws on the energies and abilities of all its peoples, without regard for their race, colour or creed."

The statement declared that, in order to achieve balanced and equitable growth and in order for the economy to create sufficient levels of employment to absorb the rapidly growing labour force, it would be necessary for the economy to grow at

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an annual average rate of at least eight per cent in real terms.

The aim, it said, was to formulate and implement a national development plan. In view of the time constraint and the need to develop an adequate planning infrastructure, a three-year transitional plan would be launched first.

In his opening address to the ZIMCORD Conference, the Prime Minister, Mr. Robert Mugabe, revealed measures which had already been taken by his Government.

He said: "We have already settled most of our war refugees or displaced people. To thousands of our people — both the former refugees in particular and the destitute in general — we have provided minimum shelter, food, land, and basic means of sustenance in the year that has gone by.

"We have also opened several rural roads, repaired some bridges, and thus restored vital lines of communication without which no development is possible. My Government has, in addition, set about rebuilding schools, clinics and hospitals or, indeed, building new ones where none existed before.

"Furthermore, Government has purchased 370 000 hectares of farmland at a cost of nearly Z\$5 million, on which have been resettled some 150 000 families."

In a later address to the Conference, the Minister of Lands, Resettlement and Rural Development, Dr. Sydney Sekeramayi, said that with sufficient funds for acquisition and development, his Ministry could resettle more than 38 000 families within a twelve-month period. A family unit consists of seven members.

In the long term, the Government is planning a programme aimed at the acquisition of two million hectares of commercial farming land over a three-year period for dryland resettlement. In addition to that already purchased, 1,7 million hectares are on offer for purchase, but not all of it conforms to the criteria laid down.

The Minister of Natural Resources and Water Development, Sen. Joseph Msika, in an address to the Zimbabwe National Farmers' Union, in Fort Victoria, in July, revealed that he had a scheme in mind to establish the principle of availability of short- and medium-term credit, at low interest rates, for the developing farmer. The medium-term loans could be utilised to construct development works such as boreholes, dams, and for irrigation equipment.

He also reported that 3 200 boreholes had been brought back into operation to increase the potable water supplies of the communal areas. This was a continuing exercise.

"We have also been directly involved in the provision of domestic water supplies to 20 villages in the communal lands so far. These comprise the installation of pumping plant to supply reticulated water to concentrations of population varying from 300 to 1 000 people, living in an area of three to five square kilometres at each village."

The United States was one of the first countries to pledge aid when Zimbabwe obtained its Independence, and to date US\$33 million has been donated. In August, ten large trucks, worth more than Z\$182 000, were received by the Minister of Local Government and Housing, Dr. Eddison Zvobgo, from the US Ambassador to Zimbabwe, Mr. Robert Keeley. They will be used by provincial authorities in their reconstruction and development schemes.

Accepting the gift, the Minister said that immediately after Independence, the US had made a grant for rebuilding rural clinics.

Mr. Keely said much of the aid which his government had

provided was foreign currency for immediate use, none of which was tied.

It is not only governments which are aiding the developing nation. The World Lutheran Federation is pouring thousands of dollars into water projects in the Gwanda and Belingwe districts, in Matabeleland.

The construction of new wells, small dams, and even a dollar-for-dollar scheme to encourage vegetable growing, are all part of the Federation's plans for the rural areas. Working closely with the Government, and seeking initiative and determination from rural dwellers themselves, the Federation already has 30 new wells under construction and plans to revitalise old boreholes, wells and pumps.

Dutch engineer Mr. Piette Velde, who has spent six years working on similar projects in Nigeria, has been contracted by the WLF to mastermind the operations. He explained: "After carrying out a survey, we decided to restrict our project to the Gwanda and Belingwe districts where we estimated some 2 000 communities were in need of better water supplies.

"The Federation decided to go ahead with these projects in November, and our budget for the first year is Z\$150 000. We reckon on about Z\$1 000 per new well, depending on the locality and labour."

It has been estimated that by the end of the current financial year (June/July), there would remain 1 828 boreholes and 425 dams and weirs to be repaired. Additional drilling equipment would also be required to replace equipment nearing the end of its useful life.

An inhibiting factor to development along the country's borders and also to construction of communications links with Zimbabwe's neighbours is the existence of 750 km of minefields.

There is a large reservoir of untrained skill potential in Zimbabwe, chiefly in the rural areas. This will be tapped for the development of the nation and the individual. Adult education programmes will be employed to enhance the rural population's capability for self-improvement and community development. This will apply particularly to adult literacy. Programmes aimed specifically at women are also being stepped up.

A nationwide programme to rehabilitate former combatants who wish to return to civilian life has been launched. The estimated cost is Z\$116 million. Each soldier wanting and allowed to demobilise will get Z\$185 a month for up to two years while he or she is becoming established. The package deal also includes educational and vocational training benefits.

In this context, the setting up of co-operatives, which is part of Government policy, will be encouraged — especially if ex-soldiers pool their earnings under the scheme in order to start small businesses for themselves.

Of the 20 000 small-scale enterprises run by black businessmen, a high proportion operates at a low level of efficiency. To assist them, the Small Industry Advisory Service is to be extended to promote and assist development in the rural areas. It is also planned to locate branches of the Institute of Business Development at growth centres to bring the service nearer to the rural entrepreneurs.

In conclusion, the main thrust of the rural development strategy is to carry extension services into the traditional areas, former Purchase Lands, and resettlement areas, where improved farming practices will result in greater productivity and improved quality of life for the peasant farmer. Veterinary services are expected to contribute to increasing animal draught capacity, thus improving cropping as well as livestock productivity.

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Transport, Power and Communications

The most recent meeting of the Southern Africa Transport and Communications Commission was in June, 1981, and since then, consultants have been visiting certain of the countries to examine the possibility of implementing projects of mutual benefit to the region, Mr Josiah Chinamano, Minister of Transport, told the meeting.

Since the re-opening of the Mozambique routes to Beira and Maputo, Zimbabwe's import and export traffic had grown steadily and, during the quarter ended 30th June, 1981, approximately 26 per cent of such traffic moved via these routes; the remaining 74 per cent via South Africa through Beitbridge and Mafeking. There was surplus capacity available at the Mozambique ports to accommodate larger volumes of Zimbabwe's traffic but, despite this, Zimbabwe would, for some time to come, continue to be dependent on routes passing through South Africa for a large proportion of its import and export traffic, he said.

The Minister concluded with an appraisal of the future. He said: "Transport is clearly the nerve-centre of all economic and social activity in any country, and I envisage great improvements in all forms of transport.

"I envisage an intricate road and railway system to cater for workers in all our industrial centres. I envisage a network of transport facilities to cater for our rural areas, and major developments in our routes to the sea.

"The catalyst for the major developments in our routes to the sea is likely to be a massive increase in our coal exports. I envisage a future when, to cater for our expanding economy and increased exports and imports, a double rail system will be required to both Beira and Maputo. I envisage a double-lane highway to Beira, which will augment rail transport of goods and passengers. I envisage a merchant navy for Zimbabwe which will be run jointly with other neighbouring countries to facilitate both the routing of our goods, and the control of prices."

POWER

The high increase in the demand for power in Zimbabwe in the future is likely to be provided from two sources. The electrical power will be catered for by the construction of a Z\$900 million thermal power station at Wankie, the fuel requirements by the expansion of ethanol production. In the longer term, the country's high sunshine ratio could lead to the harnessing of solar energy.

Zimbabwe has been fortunate in the past with low-cost power being available through the Kariba Dam output: but, with consumption demand increasing rapidly, the Electricity Supply Commission has gone ahead with the construction of a new thermal power station at Wankie.

Demand currently exceeds the supply of power generated by approximately 25 per cent, which has to be imported from Zambia. Apart from the cost of millions of dollars in foreign exchange, the time is approaching when Zambia will be unable to export and cater for its own needs.

The ESC's new coal-fired power station, scheduled to come into operation in 1983, is vital in ensuring that the country is self-sufficient. The ultimate capacity of the station will be 1 680 MW — two and a half times the size of the existing south-bank hydro-electric station at Kariba — at an estimated total cost of Z\$900 million.

The power station, adjacent to the Wankie coalfield, will burn coal which has a very high ash content, a type of no other commercial value to Wankie Colliery at the present time.

Several other potential power sources in Zimbabwe, including at least six other possible sites for thermal stations, exist. There are also three further hydro-electric sites on the Zambesi River.

ETHANOL PLANT

The first Z\$4 million ethanol plant, at Triangle in the Lowveld, was opened by the Prime Minister, Mr. Robert Mugabe, in September, 1980. Initial scepticism quickly evaporated as motorists found no complaint with the fuel blend of petroleum and ethanol.

In June, 1981, a British firm, Dashwood Finance Company Ltd., expressed interest in investment of US\$300 million for the first stage of the Chisumbanje sugar ethanol project in the Lowveld sugar-growing area. It would be the biggest project by a single private company since Zimbabwe gained Independence.

The project would cost US\$1 500 million to complete over a five-year period and would employ an initial work force of 5 000.

A report on the second plant has been commissioned by the Industrial Development Corporation, the Minister of Industry and Energy Development, Dr. Simba Makoni, has announced. It would be needed if the Government increased the ethanol content of petrol, he said. Locally supplied petrol could be 25 per cent ethanol compared with 15 per cent now, with only minor and inexpensive modifications to engines, said the Minister.

A long-term solution to any nation's energy requirements could lie in solar energy — through the silicon solar cell which converts solar radiation into electricity. It already exists, and is used to power electric systems aboard spacecrafts: but the price, despite research all over the industrialised world, is still exorbitant.

However, the head of electrical engineering at the University of Zimbabwe, Professor Richard Harlen, is optimistic.

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"Last year, enough cells to give a kilowatt of power cost Z\$10 000; this year they cost Z\$6 000; and in five years I think the price will be down at Z\$1 000 — and then we can really use them," he declared.

OIL PIPELINE

The Minister of Transport, Mr. Josiah Chinamano, in a mid-year address to the AGM of the Institute of Transport, in Salisbury, speaking of the oil pipeline, said it had operated for about a year and had remained unused since 1965 (when sanctions were introduced).

The pipeline was 288 kilometres in length and 25 centimetres in diameter. Inspections had been carried out and have revealed damaged sections east of Maforga, roughly half way between Beira and Feruka. About 40 kilometres of pipe would have to be replaced. Because of the deterioration, extensive rehabilitation work would have to be undertaken before commercial operation of the pipeline could be resumed. The crude oil in the pipeline would have to be discharged — which raised the question, not only of the crude oil, but also of the contaminated water that would have to be used to clean the pipeline before it could be used for the carriage of refined products, he said.

"Initially, the pipeline will be used for the movement of refined products such as diesel and petrol. Before this operation can take place, there must be a link-up between the pipeline and the refined products stored at both Beira and Feruka. The objective must be to try to ensure that the pipeline is repaired as economically and efficiently as possible, and that the cost of transporting fuel by pipeline does not exceed the cost of transporting the fuel by rail. The aim is to have the pipeline ready for the movement of refined products by the end of the current year."

ROADS

There are some 18 639 km of roads designated as State Roads in Zimbabwe of which 4 854 km are two-lane bituminous surfaced roads, 1 461 km are single-lane bituminous surfaced roads, 73 km are the old type bituminous strip roads, and 10 382 km are gravel and earth roads. A further 1 869 km of unspecified type roads are in the process of being incorporated into the State network.

Additionally, in the rural areas, 61 630 km of roads are maintained by local rural and district authorities, and within municipal areas there are another 5 290 km of roads.

The State authority is responsible for the design, construction and maintenance of all the road bridges in the rural areas of Zimbabwe.

AIRWAYS

Air Zimbabwe has become an international airline — with an ambitious improvement programme planned. The fleet has been increased by three Boeing 707's and links have been opened with London, Frankfurt and Nairobi. Other connections are in the pipeline, including a third European centre.

The Board of Air Zimbabwe was changed in July, with Mr. John Deary being appointed as the incoming Chairman.

The report of the previous Chairman, Mr. Brian Stringer, for the year 1980, had been published earlier in the year. It revealed that Air Zimbabwe attained a profit of Z\$330 000 during the financial year, reversing the previous year's loss of Z\$690 000. The airline had a 43 per cent increase in revenue, mainly because of passenger traffic, against a 36 per cent rise in expenditure. Fuel increased in cost by 73 per cent.

Said Mr. Stringer: "The momentous events leading to and following international recognition of a sovereign and independent Zimbabwe were major factors behind the satisfactory profit."

The airline plans to buy two more Boeing 707 airliners to bring the fleet to five, and, after consolidating existing routes, will look to Asia and the Americas for new markets, according to Board member and General Manager, Mr. Mervyn Eyett.

The era of the wide-bodied passenger jet may not be too far in the future for Zimbabwe. Air Zimbabwe may acquire them in about three years, said the Minister of Transport, Mr. Josiah Chinamano, in August, 1981. He said that when Air Zimbabwe expanded its network of services, his Ministry would be looking into participating, where necessary, in any plans the national carrier may have of introducing the wide-bodied jet-liners.

A plan to expand Salisbury airport to become an international flight centre has been laid before the Cabinet, a Ministry of Transport official announced in July this year. They will decide whether to approve a seven-year plan for an international terminal or to engage consultants to draw up a different scheme.

The Southern African Development Co-ordination Conference met in Salisbury in July, 1981. The nine-nation body decided that 60 per cent — US\$111 million — of about US\$189 million should be awarded to the development of airport rescue and fire services and a new international terminal at Salisbury airport to serve the SADCC group.

POSTS & TELECOMMUNICATIONS

The Posts & Telecommunications Corporation controls and operates all normal postal, telegraph and telephone services within Zimbabwe at tariff rates comparable to the rest of the world.

A total of 148 departmental post offices provide full facilities, including Savings Bank business, in all significant centres of population, while 41 subordinate agencies offer restricted facilities in other areas. In addition, many other services are performed on behalf of the government, including the licensing of motor vehicles, issuing radio and television licences, and paying pensions.

Full use is made of all available resources for carrying mail, and international flights provide airmail services to all parts of the world.

Of the 219 949 telephones in use, 96 per cent are connected to automatic exchanges with the remaining four per cent having a 24-hour manually operated service. Of the total number of telephones in June, 1980, 65 148 were privately owned and 154 796 were owned by the Corporation.

Subscriber trunk dialling (STD) facilities enable the majority of subscribers connected to automatic exchanges to dial long-distance calls within Zimbabwe, and international trunk dialling to automatic exchanges in Zambia, Mozambique and South Africa Zone 1 exchanges. Overseas services, on a manual basis, are available to all international destinations.

Telex service is available throughout the country and subscribers in Zimbabwe have automatic dialling facilities to more than 150 countries.

A spokesman for the Posts and Telecommunications Corporation has confirmed that the answer-back code on telex machines throughout the country is being re-introduced. The code is a six-digit identification of the subscriber.

"We had to discontinue it because of problems with certain international exchanges, but we are now able to restore it," he said.

Approximately 1 000 telex machines were involved, but it was anticipated the exercise would be completed by the end of 1981.

He also confirmed that the national prefix — formerly RH — was being changed to ZW.

THE MODERN WAY

GET CONTAINERISED

Special services for the conveyance of goods in I.S.O. containers are operated by the Railways between Zimbabwe and other centres in Africa and overseas.

International traffic is conveyed in privately-owned I.S.O. containers which provide a through service for consignments consisting of full container loads which can be handled at private sidings and less than container loads which must be handled at the authorised container depot (CONDEP) at Bulawayo or Salisbury. Interested importers or exporters should consult a container operator or their clearing agents regarding their requirements.

Containers are extremely suitable for the conveyance of commodities and high value raw materials, semi-finished products or component parts for assembly. Among the advantages of this type of transport is the elimination of handling of individual packages during transit and at terminal resulting, in many cases, in a consequential saving in losses and packing costs.



NATIONAL RAILWAYS OF ZIMBABWE



A liner train carrying iron ore

National Railways

Most indicators point to a maintenance of the upsurge in railway activity which was expected to follow political developments in this country and which became evident in the latter half of 1979/80 and has continued during 1980/81. Traffic forecasts envisage a demand for rail transport reaching 17½ million net tonnes of goods traffic in two years' time — an upswing of some 4 million, or 30%, over the projected actual volume of 13½ million tonnes in 1980/81. Looking further ahead, estimated traffic in 1985/86 tops the 19 million mark, this future scenario reflecting the resurgence of the national economy which has followed legal Independence, the lifting of trade sanctions and the actual, or promised, inflow of investment, financial assistance and loans.

Zimbabwe will continue to be a net exporter by rail, with asbestos, coal, coke, ferro-alloys, maize, steel, sugar, cotton and tobacco as the major contributors to annual export totals well in excess of 3 million tonnes. The biggest contributors to the import totals by rail of some 2 million tonnes annually will continue to be manufactured goods, fertilisers, petrol and oils, lime, potash, stockfeeds and wheat. Local traffic is expected to comprise mainly of the traditional agricultural products, particularly maize, together with basic ores and minerals, principally coal, iron ore and chrome, producing an estimated internal movement rising from 11,2 million in 1982/83 to 12,7 million in 1985/86. Transit traffic, virtually all of which currently moves in both directions between South Africa and Zambia/Zaire, is expected to continue to feature as an important constituent of rail transport demand; the Southward movement being copper, copper concentrates, zinc and cobalt, while the Northward traffic comprises fertilisers, manufactured goods, maize, wheat, steel and timber.

A traffic feature which has emerged with greater-

than-expected prominence in recent months has been the proportion of containers, which has reached an equivalent level of 12 000 movements per annum. In addition to the Container Control Centre at Dabuka, which is now in operation, plans are being made for rail/road terminals in Salisbury and Bulawayo, and provision has been made to expand the container wagon fleet to some 400 vehicles.

Although not included so far in the forecast exports by rail, the possibility of new coalfields development postulates an unprecedented impact on railway operation in the years ahead; if it materialises, liner train movement of millions of tonnes annually to the coast would require to be provided.

Our current Capital Budget and Development Programme, therefore, envisages expenditure of some \$332,5 million over the next six years, of which \$216,7 million is to cover stages 1 and 2 of the main line electrification programme, including locomotives.

Other major areas of capital investment over the period are:

1. Replacement of the obsolete C.T.C. system between Bulawayo and Victoria Falls by mid-1984 at a cost of \$12,5 million.
2. The continuing programme of upgrading the track, including the lengthening of crossing loops and adoption of 54 kg/m rail as the main line standard, is estimated to cost some \$87 million.
3. The acquisition of new goods wagons, mainly open, high-sided bogies, container flats and guards' vans, over the next five years is estimated at \$19 million.
4. Replacement of obsolete Road Motor Service vehicles is expected to amount to \$10 million over the next three years.
5. Plans are well advanced for the construction of a new Railway Headquarters building in Bulawayo.

In the short term, lack of skilled maintenance personnel and a resultant shortfall in motive power is inhibiting the movement of all traffic on offer. However, it is planned to employ artisans on contract from the RITES organisation until the benefits of our local apprenticeship programme and other training measures take effect. In addition, steps have been taken to augment our diesel fleet. 14 Class DE 4 locomotives, previously set aside for conversion to straight electric, are being re-engined and 8 Class DE 2 locomotives are being fitted with reconditioned engines under contract; 25 new diesel electric locomotives of the GT.22LC type have been ordered from General Motors, U.S.A., for delivery by the end of 1981. These measures, together with the refurbishing of 87 steam locomotives and the return to service of immobilised diesel locomotives once our artisan force is augmented, should ensure a substantial improvement in the position in 1982.

The most significant medium term motive power development will emerge with the commissioning of Stage 1 of the main line electrification programme. This will involve the 300 km between the Dabuka marshalling yard and Salisbury which is scheduled for completion by the end of 1982. Planning has commenced to extend electrification from Dabuka to Rutenga on the major export routes to Maputo and South Africa via Beitbridge once the section to Salisbury is completed.

In these circumstances, there is no intention to expand the current steam rehabilitation programme beyond the 87 Garratt type engines envisaged for completion by early 1982. These locomotives will continue to work adjacent to their source of fuel on the north line between Bulawayo and Victoria Falls, the border station with Zambia Railways, and on the Bulawayo-Dabuka section.

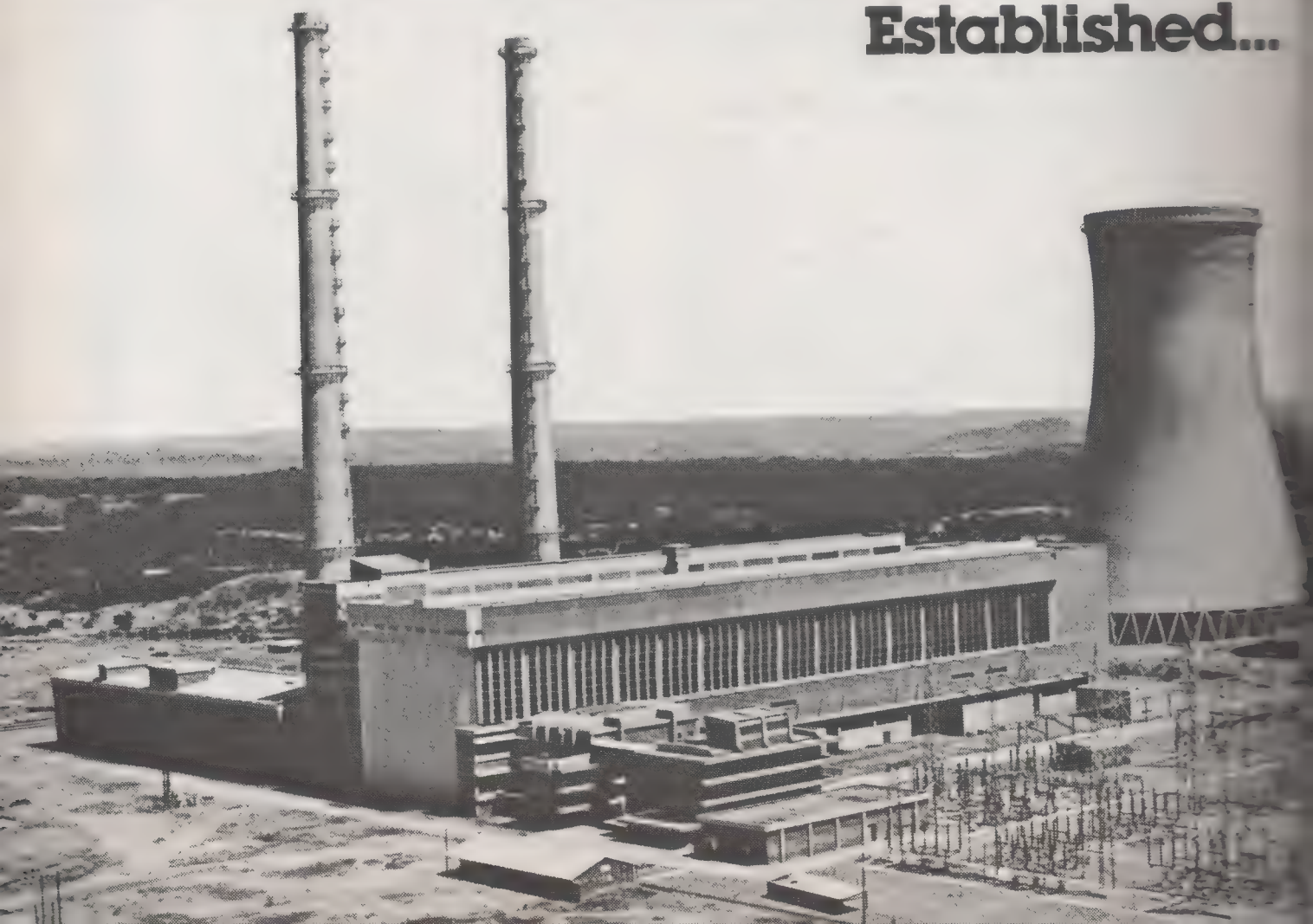
In pursuance of the Government's policy to reduce economic dependence upon South Africa, the N.R.Z. intends to maintain and develop its co-operation with contiguous railways to the north and east, particularly the two Mocambique Systems linking Zimbabwe with the ports of Maputo and Beira. The common objective is to promote these rail/sea routes for Zimbabwe's exports and imports, and also for transit traffic to and from Zambia and Zaire. Inter-railways meetings have already laid plans for revised working agreements, an informal wagon pool, mutual assistance in technical fields, hire of rolling stock and closer co-operation in cross-border traffic operations.

A vigorous and far-ranging personnel training programme has been instituted to replace experienced staff lost by emigration and retirement, and to increase the proportions of black Zimbabweans at all levels. The Railway Training School in Bulawayo has been substantially enlarged by several new teaching blocks to cater for the increasing number of students.

Negotiations have commenced with the object of reaching a mutually satisfactory apportionment between Zambia Railways and the N.R.Z. of the assets (and liabilities) of the former unitary Rhodesia Railways System, which broke up in July, 1967. Such a settlement is particularly desirable in respect of rolling stock, which has been the subject of an operationally inconvenient one-for-one wagon exchange at the Victoria Falls bridge for several years.

The N.R.Z.'s financial deficit in 1979/80 was \$32.1 million, and in 1980/81 it is expected to be in the region of \$34 million — results which are symptomatic of the past policy of using the railways as an indirect subsidiser of certain sectors of the national economy. However, steps have already been taken by the Government to increase certain rail rates in line with costs,

Established...





A liner train in section

and initial consultations have been held on the possibility of replacing the traditional rating system by a cost-based structure related to "Hired carrying capacity" irrespective of commodity

characteristic. This is aimed at projecting railway financial results more realistically and will be capable of providing for direct and identifiable subsidies where necessary.

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With the lifting of sanctions against Zimbabwe, the improvement and modernisation of international transport links became of major importance. In particular, the granting of preferential tariff treatment by EEC countries to Zimbabwe meant that a need was created for an efficient transportation pipeline between Europe and Southern Africa.

In July, 1977, the Southern and South East African Conference Lines introduced a container service between Southern Africa and Europe. This resulted in the purchase of an entirely new fleet of cellular vessels and the restructuring of landside transport operations within South Africa, Mocambique and Zimbabwe.

Since that date, the modern transport system has gone from strength to strength. It follows therefore that Zimbabwe, because of her landlocked nature, should take advantage of such a system. Early in 1980, a Through Transport Development Liaison Committee was established comprising representatives of the National Railways of Zimbabwe, the Zimbabwe Customs Authority, Container Depots (Pvt) Ltd. and Zimbabwean Marine Ltd.

The purpose of the committee was to study the existing transport methods within this country and neighbouring territories and, where necessary, restructure these to best facilitate the unimpeded movement of containerised traffic. This entailed development of a sophisticated container terminal transfer point which has now been established at Dabuka 10 kilometres outside Gwelo. The customs rules and regulations both in Zimbabwe and South Africa had to be modified. Facilities had to be made available for the acceptance of freight dues in Zimbabwe, not only for rail, but also port dues, sea freight, port dues in

Europe, and indeed also land transport costs in Europe.

At the planning stage in 1974 for the Southern Africa/Europe Service, it was envisaged that Maputo would join Cape Town, Port Elizabeth and Durban as the fourth container port. Subsequent events in the port have delayed this development.

It is envisaged, however, that once Maputo has been dredged sufficiently, the container cranes installed and the necessary landside facilities developed, the port will take its place as a fully fledged container terminal. In the Zimbabwe context, this will mean the country will have closer and hopefully more economic access to a container port. At present Maputo is capable of handling a limited volume of containers which the RO-RO Conference vessels are lifting and discharging. Beira, although not a nominated container port, is handling a limited volume of containers on a similar basis as Maputo.

Apart from the nine large cellular vessels and three medium cellular vessels operated by the SAECS Conference, four large roll-on/roll-off (RO-RO) vessels are serving on the Southern Africa Service. These are at present calling at both Maputo and Beira on a regular basis. Their ability to lift Zimbabwe cargo out of Beira is however limited at this stage, due primarily to the volume of traffic which the rail link can handle. However, it is important to bear in mind that the RO-RO vessels can handle both break-bulk and containerised traffic through both Beira and Maputo and that, if required, cargo can be packed into containers at the port.

It is anticipated that in the near future the Conference Lines will be able to offer a through transport door-to-door service

to and from Zimbabwe for full container loads (FCL) of cargo via Mocambique ports. This service will provide for the issue of Through Bills of Lading and will also result in the speedy unimpeded transit of cargoes through Mocambique.

The benefits of the system are numerous and those worthy of mention are:

1. The issue of a Through Bill of Lading;
2. A speedier unimpeded transit of cargo through Mocambique ports;
3. The issue of received for shipment Bills of Lading and Waybills on exports and imports to and from Zimbabwe;
4. A single 'one stop' freight payment system;
5. A weekly service to Europe and the U.K., a fortnightly service to the Mediterranean, and an 18-day RO-RO service;
6. The ability to easily identify direct transportation costs;
7. The early receipt and despatch of negotiable documents;
8. And, above all, a service that will link Zimbabwe with the countries in Europe so eager to trade with this country.

The SAECS Service will undoubtedly provide this country with the necessary pipeline to link, promote and foster the commodity interchange so vital in the arena of international communication.

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The National Cargo Airline of Zimbabwe

Affretair, Zimbabwe's national cargo airline, was commissioned in May, 1980, shortly after the country celebrated its Independence. Although newly formed as Affretair, the company has many years' experience in its field, gained during its operations as Air Trans Africa which was formed in 1964.

Cargo Capacity

The cargo fleet consists of two DC 8/55F aircraft, each with a cargo carrying capacity of 38,2 tonnes; one CL 44, cargo capacity 26,6 tonnes; and a DC 7, the cargo capacity being 15 tonnes. These aircraft are equipped to carry loads of all descriptions, from elephants to racehorses and frozen chickens to flowers.

Affretair is capable of carrying larger loads than any other airline operating out of Zimbabwe, and can offer destination flexibility when carrying capacity cargo. The airline's main destination is Amsterdam's Schiphol airport, which in the first half of 1981 handled 6 000 tonnes of cargo brought to them by Affretair. Other regular stopping points at the moment include Zurich, Duola, Blantyre, Libreville and Luanda. As well as being able to carry large loads, Affretair has tailored its rates to meet the requirements of the Zimbabwean market and, as a result, its tariffs are more competitive than those of IATA carriers.

Flight Schedules

At present there are three flights per week from Europe, providing good freight connections between all major European centres and Zimbabwe. Flights

leave every Monday, Wednesday and Thursday, and arrive in Salisbury early the following morning. In addition, there are four north-bound flights per week to Amsterdam, one via Zurich and the other three via African ports of call such as Luanda, Duola and Libreville.

Flexibility

One of Affretair's strong points is flexibility. The flights mentioned are on a regular basis, but any cargo of about 38 tonnes can be flown to a destination of the sender's choice.

When discussing Affretair's flexibility it is important to understand the various types of cargo that can be handled. Perishable goods form a large part of the Affretair northbound manifest. Fresh flowers, tomatoes, onions, potatoes and strawberries are only a few of the easily perishable or more delicate goods that are carried on a regular basis. Day-old chickens, meat, tobacco, frozen poultry and maize, as well as livestock, show the versatility of the airline.

Affretair is a wholly Zimbabwean company which, as well as helping the export drive in general, is a foreign currency earner in its own right. For instance, a one-flight round-trip could consist of flying tobacco to the Cameroons, grapes from Cyprus to Amsterdam, and then low bulk, high value technical goods back to Zimbabwe — imports needed for the expansion of the home economy.

Links with Relief Funds

On a humanitarian level, Affretair works very closely with relief organisa-

tions such as the Red Cross, the United Nations Development Fund and the United Nations Refugee Fund. The airline has recently carried sugar to Uganda and 1 000 tonnes of urgently needed maize to another African country, in a bid to relieve the plight of the people.

Affretair has proved to be a boon to both the horticulturalist in this country and to the European consumer. It is possible for vegetables to leave Zimbabwe in the morning and be prepared and cooked in the restaurants of London, Paris or Bonn the following day. Therefore the consumer — whether he be gourmet or not — can appreciate Zimbabwean vegetables within 48 hours of them leaving this country.

In order that perishable goods may reach their destination in a fresh and wholesome condition, Affretair use their cold storage room to maximum advantage. This huge refrigerator can hold up to 150 tonnes of produce — which means that goods which are readily bio-degradable will still be in perfect condition in the event of any delay prior to departure.

European Connections

According to figures recently released in Holland, Affretair is one of the top three cargo airlines carrying cargo into Schiphol airport. Allan Taylor, Affretair's sales co-ordinator explained: "We know the airport very well and they know us. We get excellent service from people who are renowned for their world trading ability. We respect and appreciate their expertise."

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Leopold Walford

According to U.N. statistics, world trade amounts to some 3,5 billion tonnes of which 1,7 billion tonnes is dry cargo and 900 million tonnes is containerisable. At present around 400 million tonnes of cargo moves in containers. World trade falls into definite spheres, the major trade routes being between USA/Far East, Europe/Far East, and Australia/Europe. The regions of South America, Africa, India and Indonesia are still relatively new to containerisation, and it is anticipated that these will be the expansion areas for the next decade as shipping companies look for growth matched by a more economic and efficient method of operation.

In 1978 it became clear that containerisation would replace conventional cargo movements in East and Central Africa. This change was given added impetus when, upon its Independence, Zimbabwe was suddenly confronted with the highly advanced state of containerisation in the South African trade.

Whilst containers in themselves provide a very efficient method of handling cargo, they also require a sophisticated infrastructure to service their movements. In 1978 a new container service was introduced to East Africa called Walford Container Services. This operates out of London, Liverpool, Manchester and Felixstowe with a groupage service from Hamburg, Rotterdam, Milan and, more recently, Kobe. The initial service was to Kenya, but it was extended to include Zambia, Tanzania, Uganda, Burundi and Rwanda.

In 1979, Walford's Malawi was re-opened, and the settlement in Zimbabwe in 1980 provided Walford's with the opportunity of re-opening in Salisbury. Here George Elcombe (Pvt) Ltd., one of the oldest established companies in Zimbabwe, has merged its clearing and forwarding interests with those of the Walford Maritime Group. In 1981 Walford's appointed a permanent representative in Maputo in the conviction that it is in Zimbabwe's interest to develop as many trade routes as possible, and that Mozambique did in the past and will in the future provide an economic and viable alternative route to the sea.

Leopold Walford (Zimbabwe) (Pvt)



The Caterpillar AH60, 27-tonne container-handling lift truck in operation at Walford's Ndola container terminal

Limited is part of a group founded in 1896 which not only operates extensively in Central Africa (having 20 offices in Kenya, Malawi, Uganda, Tanzania, Angola and Zambia employing some 700 people) but which also provides a worldwide network of agents authorised to issue and service the Leopold Walford Shipping Through Bill of Lading — this being a bank-negotiable document specially developed for transit traffic and which the group has been issuing for over 50 years.

At a time when many companies are re-appraising their investment policies in Central Africa, Walford Maritime has invested more than £1,5 million over the past two years, principally in establishing container terminals in Kenya, Tanzania and Zambia. An associate company, Container Terminal Services (Zimbabwe) (Pvt) Ltd., has been set up in this country, and is providing one of the most advanced machines for container handling which it operates in conjunction with the National Railways of Zimbabwe. This 27-tonne fork-lift is operated on a common-user basis at the Makabusi Goods Yard pending completion of the Lochinvar Container

Terminal. Walford's can also provide facilities for the handling, storage and repair of empty containers which, together with the fleet of container trailers available from George Elcombe (Pvt) Ltd., enables them to offer a truly comprehensive service.

With the re-establishment of international links, Zimbabwe has an unparalleled opportunity to influence and resolve the transportation problems of Central Africa. Besides servicing its own imports and exports, Zimbabwe is ideally situated both to develop inter-African trade and to service the transit traffic of its neighbours. Its industrial pre-eminence among Eastern, Central and Southern African states, with the exception of South Africa, is undisputed. Because of its long association with East and Central Africa and the heavy investment which the Walford Maritime Group has made in developing the infrastructure necessary for the handling and processing of containers, Walford's in Zimbabwe is able to offer an integrated service which will continue to grow to satisfy a mode of transport that is still in its infancy in this part of the world.



I'm in Sydney for Casalee Cargo



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We'll put you in your place

Tobacco to Antwerp, Pharmaceuticals from Frankfurt; Fresh Flowers to London, Computers from New York; Ivory to Hong Kong, Zinc from Sydney; whether by sea or air, we have someone on the spot to take care of your cargo.

In fact, in most places you care to name, we offer you the services of our experts in the forwarding business. People who know their business and enough about yours to take proper care of your cargo. People who give you comfort in knowing that your shipments are being safely and speedily handled.

CASALEE CARGO



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So contact us-we'll put you in the place you want to be



CASALEE CARGO



What does a businessman do if he suddenly has to export goods to a new customer at the other end of the world? Or if he has to import from some little country he has to look up an atlas to pinpoint?

He gets a headache for starters. Unless, of course, he gets in touch with experts in this field, such as Casalee Cargo (Pvt) Ltd.

Part of the Antwerp-based international Casalee group, they are experts in the shipping, air-freighting, clearing and forwarding of all types of products.

They will take everything out of their customer's hands. The goods concerned will be delivered much faster, in better condition, and probably much more cheaply than if the client had decided to handle it all himself.

How is that possible? "Basically, it's a combination of know-how and a world-wide chain of communication built up over the years", says Mr. Peter Page, Operations Director of Casalee Cargo, whose headquarters are in St. Andrew's House, Samora Machel Avenue, Salisbury.

"Speed is one of our biggest selling points. It's a factor we have always concentrated on, and we can quickly work out which will be the fastest route, and which airline or shipping line it will be best to use.

"Another key factor is the choice of port, for instance — and that's where our efficient contact system round the globe comes in.

"We have to take care of the goods we are sending and avoid areas where there is liable to be a lot of theft or bad handling. Some products need particular molly-coddling."

The company also takes all the dreary, time-consuming work, such as form-filling, out of a client's hands, and works out the moving of the goods from start to finish.

"Often that can involve a tremendous amount of detail — trucking goods to a rail point, then from the siding to the port, then on to the ship, then the same again at the other end," says Mr. Page. "It would be a tremendous operation for

someone who did not know their way around."

There are 30-odd clearing agents in Zimbabwe, with nine, like Casalee, IATA-cargo-agent registered.

"It's a very competitive business, and makes sure we keep on our toes service-wise. There are a lot of cut-price clearing agents around. That's one of the reasons we are members of the Shipping And Forwarding Agents' Association of Zimbabwe. Its aim is to maintain standards, and people know that when they deal with a member firm, they are with professionals."

In fact, Casalee isn't very much concerned if people want to do their own clearing. "It is not a significant revenue-earner for us," says Mr. Page, "but we can take the hassle out of handling for a client, and, by using our full service, they will benefit fully from our rates and our speed."

The "all-in bill" is something a customer likes. "We can pick up and deliver goods anywhere and just give a client the one bill at the end. Any headaches in between are ours."

The company has branch offices in Bulawayo, Beitbridge and at Salisbury Airport.

Mr. Peter Page, Operations Director of Casalee Cargo, and Mr. Guido Otto, Managing Director of Game Trapper Pioneers Ltd., the exporter, say farewell to one of the baby elephants bound for Amsterdam

Casalee Cargo into Jumbos!

Casalee Cargo is into Jumbos — but not the flying type or the pink ones — real, live, baby elephants — two 3-year-olds, weighing 1 740 kg between them!

These two babies are destined for Europe. In charge of export operations is Mr. Peter Page, Operations Director of Casalee Cargo (Pvt) Ltd. The exporter, Mr. Guido Otto, is Managing Director of Game Trapper Pioneers Ltd. He has a quarantine station in Hatfield, Salisbury, where elephants and other animals, selected during culling operations, are held for about 18 months before being sent overseas.

The young elephants are already weaned to European foods, i.e., lucerne, horse cubes, etc., and will be fed and watered during their journey. In common with most other animals, the elephants are mildly tranquillised for the journey, but Mr. Otto always accompanies all animals to their destination.

These babies will fly by Affretair to Amsterdam, and then by cross-channel ferry to the U.K.

Mr. Otto has exported game all over the world, and has handled everything from birds and mongooses to giraffes and hippos.





NATIONWIDE

United Transport covers the nation. By land, air and water. Essential commodities are kept on the move night and day by our specialised transport fleets. Our buses and express coaches provide commuter and charter services throughout the country. Our taxi services provide a fast 24 hour service. Our custom built low loaders and radio controlled cranes specialise in abnormal loads and rigging facilities. Our light aircraft provide air charter services and air safaris. Our hire cars get you from A to B at your own pace. And finally our comprehensive fleet of safari coaches, cars and motor launches help to make a valuable contribution to the nation's tourist industry. All in all we offer a valuable service to the nation.

And we're proud to keep it that way.



United's involvement with the people and services of Zimbabwe goes back to 1948 when the Bulawayo Omnibus Company was set up to serve the local community.

Thirty-three years later, the bus services in Bulawayo are still provided by United — the operation is now the Zimbabwe Omnibus Company — with about 300 buses conveying about 54 million passengers a year in the city.

And, of course, other major centres of Zimbabwe also enjoy United service and efficiency. In Salisbury, the capital city, Salisbury United Omnibus Company has a fleet of 511 buses carrying well over 100 million passengers a year.

In Umtali and Manicaland the ZOC has 50 buses providing services for 8,8 million passengers a year, and in Gwelo 43 buses give service to 9,8 million passengers — a total, on 1980 figures, of 185 million.

Long-distance services link Umtali and Bulawayo, and Bulawayo and Salisbury.

Together, these national and local services have provided the key for community, commercial, social and industrial development.

The benefit to the local authorities and the population generally of such comprehensive and competent bus services is immeasurable. Nowhere in the world are fares so competitive. Large sums of support from the taxpayer and ratepayer on a permanent basis are required by bus operators in countries beyond Zimbabwe.

The familiar logo is sighted on buses all over the country daily — taking commuters to their jobs and home again at night; families going to town for shopping; sportsmen going to the races, football and other events; party followers travelling to political rallies; families visiting friends and relatives; and, of course, United's buses are always in evidence to take the people to the scenes of Zimbabwe's state occasions.

United is also committed to major investment programmes to keep pace with developments. In Salisbury, for instance, SUOC has plans to double its fleet to 1 000 buses to service 70 000 new homes which are planned in the city over the next five years. The investment will amount to about \$30 million.



Mr Nelson Mawema, Deputy Minister of Roads and Road Traffic, Posts and Telecommunications, congratulates the Chairman of the Zimbabwe United Freight Company, Mr Peter Stead, after opening the Swift depot in Salisbury on behalf of the President, the Rev. Canaan Banana. The Swift depot was a \$4 million investment

In addition to the service to the community generally, the group is directly benefiting 5 000 families by the provision of jobs. Furthermore, other divisions are also involved in projects which reflect how United has become an integral part of Zimbabwe.

On the freight side, Swift moved into custom-built premises at New Ardennie, Salisbury, in August, 1981. The depot, workshop and office complex is believed to be the largest of its kind in Africa, costing nearly \$4,5 million.

In serving the nation, United has also directed attention to its own staff, with emphasis on training, safe-driving and aptitude. About 100 of its bus drivers are advanced motorists. Many hundreds more have successfully completed United's own defensive driving courses; many receive long service and safe-driving awards a year. Staff also frequently attend management courses in line with the group's policy towards advancement.

Workshop support is also vital to the proficient operations, and mechanical and engineering skills are developed to the optimum through various courses.

"To achieve our objectives of high standards of efficiency and professionalism, we place great importance on our personnel enjoying the most favourable working conditions", said Mr. Peter Stead, Chief

Executive of the United Transport Group in Zimbabwe.

In assisting the general economy of Zimbabwe in many diverse and vital ways, the group has 18 subsidiary companies. Some of these, such as the United Touring Company and Hertz Rent a Car, are familiar to visitors to the country — tourists, businessmen and dignitaries alike. Through the efficiency and pleasant co-operation of these divisions are formed the lasting impressions of guests in Zimbabwe.

The companies of the transport group are: SUOC; ZOC; Zimbabwe Omnibus and Touring Company; United Bus Service; Express Motorways; Zimbabwe United Freight Company (including Thorntons' Bulwark and Swift national and international divisions); United Touring Company; Hertz Rent a Car; Southern Cross Safaris; World Travel Bureau; Skyline Taxis, Bulawayo; Yorks Taxis, Bulawayo; RUAC; United Tyres; and Central African Forwarders (formerly Indo Atlantic Hill and Delamain).

The services they provide include charter aircraft, the carriage of giant loads by Thorntons', contract hire through Bulwark, as well as those which are self-explanatory — and together all divisions combine to offer a comprehensive transport service to the nation.

A typical line up of buses ready for the daily stint





Moving a household is not as easy as it may appear — but Trek Express Services (Pvt) Limited do take all the problems out of moving your personal effects, your office, or, if you are a furniture manufacturer, they will make sure your products arrive at their destination safely.

Trek, a wholly owned subsidiary of Clan Transport (Pvt) Ltd., specialises in furniture removal and, with over 30 years' experience in Zimbabwe can happily claim to be experts in their field.

Without a doubt, people are on the move. In 1980 Trek's fleet of 70 DAFs and Mercedes Benz vehicles logged over 3,2 million kilometres, using trucks that range from small vans to the 24-metre pantechicons — giants of the road which have 220 cubic metres of packing space.

Not only do Trek transport by road: containerisation, a relatively new innovation to Zimbabwe, is the safest, most efficient way to move precious possessions across continents. Trek will pack to fit the various sized containers and, once sealed, those goods remain intact until arrival at their destination, with breakage and pilferage cut to a minimum.

Trek will arrange transportation to just about any country in the world — from



International transport

New Zealand and Australia to Scandanavia or the remotest part of South America — with the assurance that it will arrive on time.

When a potential client enquires about the cost of moving house, the company immediately sends a representative to study what needs to be moved. He will give the home-owner an accurate quotation on the cost of moving, based on volume, and will also explain, in detail, the forms and documents that have to be filled in to get the operation under way. Brian Saunders of Trek points out that the documentation is complicated and requires expert handlers to have everything in order, particularly when border crossings occur.

With warehouses in Blantyre, Lusaka, South Africa and Zimbabwe, Trek is well geared to look after customers' goods when removal cannot take place at once; and in Salisbury alone some 800 m² are in use for packing and storage. When furniture has to be stored, Trek guarantees security of those goods, minimising the chance of damage.

Because Zimbabwe's climate is ideal, the company has no need for temperature-controlled storage facilities, but each item is packed according to its delicacy and, where necessary, special crates are made to size to carry such items

as crockery, glassware and precious paintings. Corrugated cardboard containers are used as the first protective wrapping; then a waterproof "liftvan" encases the box before being loaded into a container for shipping.

The care Trek lavishes on the goods it carries begins as soon as its vehicle arrives to collect furniture. A pantechicon, for instance, can carry the furniture from four average-sized, three-bedroomed houses — and it is no simple task to pack that amount into one truck. No longer can a company just toss goods into a trailer at the back of a lorry and hope for the best: packing is a recognised skill and requires trained, methodical and careful staff to load a vehicle — rather like putting a jigsaw puzzle together so that every piece fits perfectly. When done properly, the furniture from a three-bedroomed house can fit neatly and safely into 30 cubic metres — illustrating that packing really is an art.

Trek's business is booming. With international companies and embassies sending staff to Zimbabwe, and more and more Zimbabweans moving both overseas and around the country, the demand for speedy transport is ever increasing. Modern trekking has come a long way — and Trek have clearly shown that they are the specialists.

Packing for overseas shipment





The 23 May Salisbury Zimbabwe.

There's half a world of difference between these two homes.

They are in fact, 8 100 km apart. But they could be fifty. Or even five.

Because when Trek moves your possessions, it's just like being home again, with everything back in its rightful place.

There are no hassles. You don't have to worry about the paperwork. The red tape. Government regulations.

Leave that to Trek. The same goes for deadlines. Because—both here and overseas—Trek move you door-to-door. Not to some anonymous warehouse company, who know nothing and care even less about you.

And whether your move is local, or your possessions have to be delivered to the coast for overseas shipping, Trek take them without changing pantechicians, which cuts costs and breakages to an absolute minimum.

So you'll find there's a whole world of difference when you trust Trek.

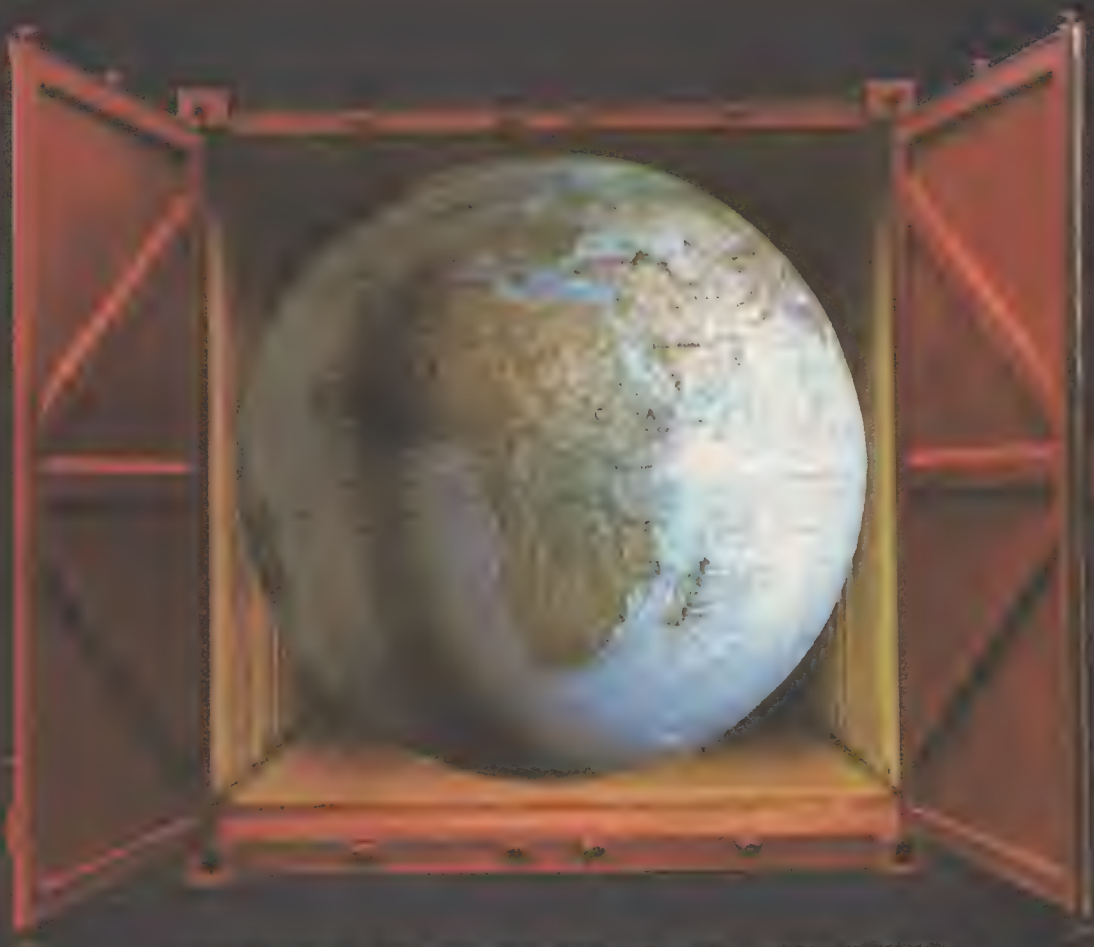


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BULAWAYO: P.O. BOX 1370. PHONE: 67451.
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Trust Trek to take you home again.



The 15 July Bangkok Thailand.



MANICA HAS THE WORLD COVERED

There are few reputable freight firms with truly effective international operations. There are fewer still with expert local knowledge of Africa and its conditions, with extensive warehousing and ancillary facilities...

...Manica Freight Services is such an organisation. And it ensures your freight can be stored properly and that it leaves and arrives on time in perfect condition. It's as simple as that — it's why we're successful.

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SSC&B LINTAS 1888



A typical bulky and abnormal load consisting of one of four large boilers to be installed in Stage 1 of the new thermal power station at Wankie

Freight Services

The safe and speedy handling of imports and exports is essential to the nation's economy. With its wealth of mining, agricultural, industrial and commercial products and expertise, Zimbabwe can look forward to unparalleled development and growing prosperity; and the expert handling of its trade is a vital part of ensuring the nation's economic viability.

The services offered by Manica Freight Services Zimbabwe Limited include trade finance, ships' agency and services, container handling and storage, warehousing, road transport, air freight, travel, containerisation, and marine insurance. The comprehensive nature of these services means in effect that the role of the exporter in the handling of his entire exporting procedure is taken off his shoulders. Documentation is

prepared and distributed, the best method of routing recommended, and freight bookings at competitive rates are arranged. Costings are estimated on the movement of all types of consignments, large or small, by specialists whose function is to advise clients of the most viable routings.

The company, with its chain of offices and depots all over Zimbabwe, is particularly well placed geographically to handle over-the-border exports to adjoining and more distant African countries. Less than full vehicle loads can be consolidated with other loads to fill containers, and the company acts as transport brokers to obtain the cheapest rates. Its structure ensures that one organisation has control of both documentation and cargo at all times.

There is a variety of carriers available to the exporter — road, rail, sea and air, singly or in combination. The benefits of the in-house package deal which the group offers include a through rate, from door to door, and sea freights can be negotiated to the client's best advantage. This could even go as far as arranging the charter of an entire vessel for larger consignments.

Exports will often have to be stored before they are moved, and here the extensive warehousing facilities on offer play their part. Large bulk cargoes can be held in Manica Freight's 80 000 m² covered warehousing or the 11 000 m² open transit area in Salisbury which are serviced by six railway sidings. Movements from the warehouses can be scheduled to suit the exporter's convenience. The group's warehousing in Mozambique is the largest facility of its kind in that country and is designed to handle any kind of cargo.

A specialised service available locally can be provided for door-to-door transportation, where the requirement is for an "ex-factory price" to "delivered buyer's premises", and a full range of ancillary services is included through the company's comprehensive interests. These interests can cater for services ranging from the handling of bulky and abnormal loads to the arranging of marine insurance, whilst the consolidation of small consignments from different sources — known as groupage — is yet another example of the many services the company provides to smooth the flow of our essential trade.

ZIMBABWE



Here is a land that is like no other; a land of an almost tangible magic that weaves its spell through the fabric of animals, of landscape and of people.

Zimbabwe is proud and beautiful and many have grown to love her. Those who know her return time and time again to bask in the warm glow of her great beauty and her friendliness.

This is a very special country—it could become a very special part of your life.

Waiting to be discovered

Zimbabwe Tourist Board, P.O. Box 8052, Causeway, Salisbury, Zimbabwe. Tel. 706511.

London: c/o Zimbabwe House, 429 Strand, London WC2R 0SA. Tel. (01)836 7755.

Chicago: Suite 1778, 35 East Wacker Drive, Chicago, Illinois 60601. Tel. 312 332-2601, 800 621-2381.

Frankfurt: Am Hauptbahnhof 10, 6000 Frankfurt a.M. 1, Bundesrepublik Deutschland. Tel. (0611) 25 33 66.





Tourism



Great Zimbabwe, near Fort Victoria

Zimbabwe is destined to become one of the major tourist centres on the African continent. It will become the fulcrum for wide-ranging multi-national tourism because it has all the modern resources as well as the natural attractions to ensure the visitor is well served in every way.

It also has an important role as a foreign currency earner. The recovery from wartime stagnation has been remarkable. In 1980, income amounted to Z\$23 million from 227 371 tourists. The target figure for this year is Z\$45 million and, by 1986, one million tourists a year, with an income figure of Z\$60 million.

Evidence of the private sector's confidence in the future of the industry has been demonstrated by the decision of one hotel group to invest Z\$7,5 million in renovation and extension programmes.

Tourism is a sector of the economy where private enterprise and the Government must work closely together for their mutual benefit. Government policy in the future development of hotels is that the Government will be involved on a 40-60 per cent equity.

Tourism in Zimbabwe is based primarily on its natural and wild life resources. Nearly 45 000 km² — more than 11 per cent of its land — is set aside as parks and wild life estate. Within this estate are national parks, botanical reserves and gardens, sanctuaries, safari areas and recreational areas, all fulfilling a vitally necessary part in the holiday and tourist plans of Zimbabwean residents and visitors to the country.

The centre of tourism is the Victoria Falls, and the natural beauty of the surrounding wild life area is complemented by a wide range of man-made tourist facilities and amenities.

Few visitors to Zimbabwe fail to see the greatest waterfall in the world. Here the Zambesi, over 1,6 km wide, plunges into a 106 m deep chasm which runs right across the path of the river. Huge clouds of spray rise hundreds of metres as the power of this mighty waterway is checked and constricted in the narrow

gorge. The first white man to see the Falls was David Livingstone in 1855. The Falls and the surrounding areas have been declared National Parks to preserve the area from excessive commercialisation.

A few kilometres upstream from the Falls is the Zambesi National Park, which provides the visitor with glimpses of elephant, hippo, crocodile, zebra and many species, including the largest herds in Zimbabwe of the rare sable antelope. The Victoria Falls National Park covers the area immediately downstream from the Falls, and incorporates the numerous gorges which comprised the Falls in earlier ages.

Visitors occupy their sunny days with launch trips on the river, flights in small planes to photograph the Falls from the air, viewing the Falls from its many vantage points, and a walk through the luxuriant growth of the Rain Forest, which is kept perpetually wet by falling spray.

After an exhilarating day in the open air, the excitement of roulette or chemin-de-fer in the luxury casino provides a suitable climax. Accommodation at the Falls can be reached daily by air and rail services or by road.

There are, at present, five hotels, one rest camp and National Parks lodges, with a total capacity of over 1 200 beds. In addition, there is an internationally acclaimed golf course, facilities for tennis, bowls and squash, crocodile farm, craft village and curio shops. Touring is available by coach, in light aircraft and by boat, all aimed at giving the visitor an in-depth look at this unspoiled corner of Zimbabwe.

The wonders of Zimbabwe



The famous Victoria Falls

Lakeside lodges in the Eastern Highlands



But the Victoria Falls is not the only attraction in this vast country, and wild life in its natural state can be seen in the great National Parks of Wankie, Chizarira, Matusadona, Mana Pools and Gona-re-zhou. Accommodation in these national parks varies from fully self-contained lodges to bush camping facilities. Touring is available for those who wish to see animals from the comparative comfort of a coach, plus professionally guided walking trails for that special breed of person who needs to get close to the great beauty of the African bush and to experience in a personal and meaningful manner all that the wild places have to offer.

Lake Kariba, recognised now as the third largest man-made lake in the world, drowned a very long stretch of the Zambesi Valley, but in its place created a wilderness and recreational attraction which may well be unique in Africa. Hotels in the vicinity of Kariba village offer more than 500 beds, and along the lake shore in small safari camps and at the three-star Bumi Hills Safari Lodge a further 150-200 visitors can be accommodated.

There is a special magic about the Zambesi River, whether it be the rushing water at Victoria Falls, the calm water of Lake Kariba, or the smoothly flowing river at Mana Pools. These are areas which are always difficult to describe, and only in a few cases do photographs and articles do full justice to their great range of sights, sounds and smells.

The Zambesi River is as old as time itself, but man has made it accessible, while at the same time striving to protect the essential qualities of timelessness and wilderness, and so allow present and future generations to experience the area.

Wankie will always have a special place in the hearts of lovers of wild life. It is the largest reserve in Zimbabwe, and was declared a game sanctuary more than half a century ago, and accorded National Park status as early as 1932. It was named after the Nhanzwa Chief in the area, Wange.

The names found within the park, for example: Nyamandhlovu — the meat of the elephant; Balla Balla — kudu; Intundhla — giraffe, recall the rich variety of wild life in the area.

Wild life sanctuaries throughout the world are shrinking or even vanishing. But the story in Zimbabwe is different, and the country is poised to become one of the remaining and possibly the foremost wild life conservation country on earth.

Beyond the Zambesi Valley there is the great interior of Zimbabwe with its flowering tree-lined streets of Salisbury and Bulawayo and other cities, its rich agricultural countryside and its range of other attractions. They are many.

One of the great engineering achievements of the century, the construction of the 122-m-high Kariba Dam Wall, has tamed the strength of the great Zambesi and created one of the world's largest man-made lakes. On the shores of the 5 180 km² lake, picturesque resorts play host to visitors who come to sail, water-ski, sunbathe, fish for the fighting tiger fish, for which Kariba has become famous, or gamble at the casino.

Matusadona National Park lies on the wild southern shore of Lake Kariba, and is accessible by rough road from Karoi or (far more conveniently) by water from Kariba (Tashinga camp, 48 km SW from Kariba; Changachirere camp, 26 km SSW). Development in the area has been kept to a minimum so that the visitor may experience the atmosphere of unspoilt Africa. The two camps each provide ablution facilities and two special bush camps provide exclusive accommodation. Matusadona provides unrivalled opportunities for game-viewing both by road and by water. Two safari companies conduct organised safaris into the area on an all-inclusive basis.

Scenic splendour of the Eastern Highlands



Tiger fish at Lake Kariba



An historic Zimbabwe Bird



Wild life in the National Parks



Where the tradition of yesteryear meets the comfort of today.



The Churchill Arms offers much more than its atmosphere of mellow Tudor charm. It offers all the comforts of today, together with the discreet, personal attention associated with days long gone. Elegant, understated luxury is the keynote, with pleasingly peaceful accommodation. A convivial, old-world cocktail bar to pass a pleasant hour. And truly traditional fine fare served with all the flair of dedicated professionalism.

When you're looking for tasteful lodgings, remember the Churchill Arms. You'll never regret or forget it.



The Churchill Arms^{NYG}

Matopos Road, Bulawayo. Telephone 41016.

Where the best of yesterday meets the best of today

The Tudor-style Churchill Arms Hotel, in Bulawayo, was re-opened on 6th May, 1981, with a new look, new management, and offering four-star accommodation for 100 guests.

The hotel, which has 46 double rooms and four suites, has just been completely refurbished after six years in "moth balls". It is situated on the Matopos Road, at the junction of Moffat Avenue, in a quiet suburb about 6 km from the city centre.

Features include the "Inglenook" Restaurant and Cocktail Bar, the "Blue Boar" Bar and a functions room capable of seating around 180, or accommodating

many more at a cocktail party.

The Churchill Arms is run by Cresta Hotels, the hotel operating wing of T.A. Holdings, which already owns and operates the Jameson Hotel and Oasis Motel in Salisbury.

Sue Elliott is the Manager. She obtained a National Diploma in Hotel Keeping and Catering from the Bulawayo Technical College in 1974. She has gained experience in England and Europe and at the Jameson Hotel where she was eventually promoted to Functions Manager. She is one of the few women hotel managers in the country, and is certainly the youngest.

Kyle Recreational Park, near Fort Victoria, is one of the most beautiful in the country. Surrounded by mountains and on the shores of Lake Kyle, which has an area of 91 km², the park provides luxury rest camp accommodation for the traveller. Antelope, giraffe, buffalo and hippo can be seen there, but the park is especially noted for the rarer type of animal — white rhino, oribi and nyala.

The Eastern Highlands of Zimbabwe seem out of place, as they offer almost exactly the opposite of what one expects from Africa. Here, tall mountains give birth to trout streams and dams, where high quality trout angling is available, in some cases on a year-round basis.

Forests, waterfalls, long mountain slopes and rock-faces contribute to the variety and soft charm of this area.

The main gateway to the region is Umtali, which lies cupped within the mountains and is known as the Jewel of Zimbabwe. A short drive away is the scenic Vumba, an area of ancient forests, sub-tropical plants and arrays of ferns and flower gardens at the Vumba Botanical Garden.

North of Umtali is Inyanga, a region of mountains, waterfalls, and trout streams. Visitors can walk amid magnificent scenery, play golf, fish, and enjoy the mountain air. Accommodation is provided at National Parks rest cottages and at fine hotels.

One of the most fascinating sights in Zimbabwe are the ruins after which the country is named — Great Zimbabwe. They are situated in the southern part of the country, near Fort Victoria, and are the most massive and extensive at any site in Africa south of the Sahara. They stand as evidence of a phase of Zimbabwe's history when political and social organisation reached a sophisticated standard.

A museum at the site displays the results of archaeological excavations. Five of the eight known soapstone Zimbabwe birds have been installed there after an absence of ninety years in Cape Town.

Hunting is not only a popular sport but also helps to manage surplus game population. In some areas controlled hunting is essential to proper wild life management.

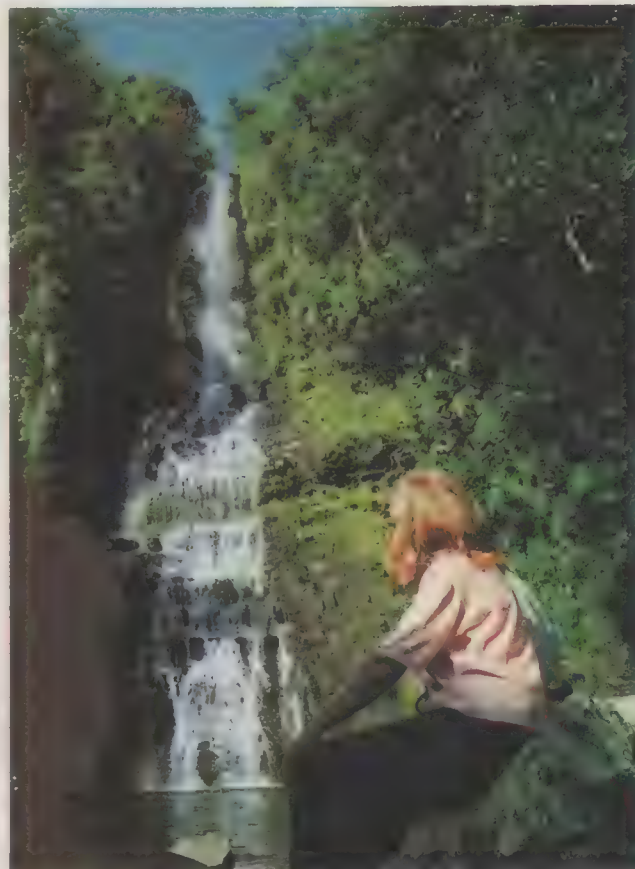
There are several safari areas in the Zambesi Valley below Kariba Dam, where elephant, buffalo, lion, leopard and all species of antelope are to be found. Many of these may be hunted by arrangement with the Department of National Parks and Wild Life Management. These areas are normally open from the beginning of May to the end of September, and cater for approximately 200 hunters a year. Non-hunters may view and photograph game in the adjacent game reserves, fish in the Zambesi River, or merely enjoy the magnificent scenery.

After the rural life, most visitors look forward to the sophisticated pleasures of shopping, good food and a night out. They will certainly want souvenirs: Zimbabwean gemstones made into beautiful jewellery, local copperware, and African carvings in wood and soapstone are only a few of the range available. They will also enjoy the food and wines of restaurants and night clubs, dancing, cabaret, or a visit to the theatre or an air-conditioned cinema.

Wherever they opt to go in Zimbabwe — the wide open spaces or the cities — the tourists will find something for which the country is traditionally famous . . . hospitality. It will be found equally in the plush hotels or the modest rest houses. It is a hallmark which makes the newly independent nation something special in the tourist itinerary.



Lake Kyle



Bridal Veil Falls, Eastern Highlands

Hippo on the banks of the Zambesi

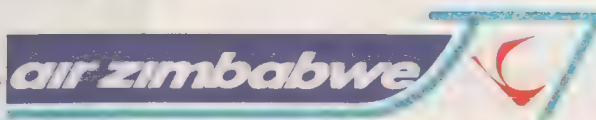




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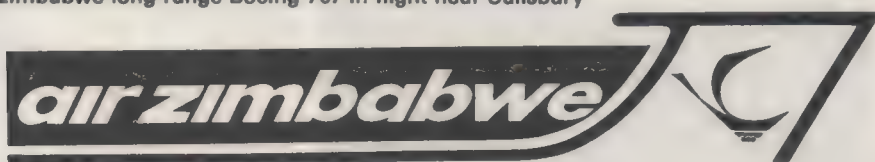
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Fast and friendly — right down the line.



Air Zimbabwe long-range Boeing 707 in flight near Salisbury



A small but efficient airline in world context, Air Zimbabwe, although hampered by fuel costs considerably higher than in most parts of the world, continues to be a profitable enterprise.

At the end of Zimbabwe's first year of Independence, the national airline has overcome the challenges not only of maintaining its domestic and regional routes, but also of expanding dramatically to the north. The London

route, which commenced in April, 1980, with two non-stop services each week, now has four weekly return flights, three of which are non-stop and one via Frankfurt. In addition, a weekly service to Nairobi was introduced in April, 1981.

A year ago there were four services weekly to Lusaka and Blantyre, in conjunction with Zambia Airways and Air Malawi respectively. Steady traffic growth on these routes has led to daily

services now being operated and on some days larger jet aircraft replacing turbine-propeller equipment.

The solitary leased Boeing 707 with which the London service started has now been replaced by three 707's purchased from Lufthansa. The possible acquisition of wide-body aircraft is constantly under review, as is the need to acquire short-haul jets to replace the Viscount fleet at some time in the future.

Air Zimbabwe Viscount carrying out an engine test run at the Main Base, Salisbury



If you're not into plastic chrome or tinsel then we have the answer.

You'll experience a level of consideration at the Jameson that is traditional only at the best hotels.

The welcoming smiles of our staff are an acknowledgement that you are someone special. Their prompt efficient service is a way of life. The Jameson's standards of excellence extend throughout the hotel. The attention is



impeccable, the surroundings immaculate. The amenities are distinguished and thoughtful.

With 126 spaciouly comfortable suites and rooms, the Jameson caters for businessmen, families, tourists and honeymooners. Wining dining, a full scale conference, or just a cosy chat, the Jameson Hotel is where you'll find the quality you expect.




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The Jameson Hotel has always had a reputation for being first, not only in its standards of service and accommodation, but in its innovative thinking and in moving with the times.

When established in Salisbury in October, 1958, it was the only multiracial hotel in the country. In May, 1970, not long after the star grading system was introduced in the country's hotel industry, the Jameson became the first to be granted four-star status.

That same year the Jameson was the first hotel in the country to issue its own credit cards with its Jam Card scheme, only recently replaced by its Mauya and Tatenda Card schemes.

It has always looked for new ways to improve its service. It was first, for instance, to introduce sliced Elephant's Trunk on its menus in an effort to establish dishes with a "local flavour". The locals reportedly did not think much of the idea — but it proved a hit with tourists.

Another novel idea was its honeymoon suites, introduced in 1974, which feature large circular beds with an equivalent-sized mirror in the ceiling above. "Come to us before going to a divorce lawyer," said the Jameson. And these suites are still very popular.

The Jameson also introduced specially-made beds for "big fellows". These two-metre beds were brought in after the then management heard complaints at a farmers' congress that some men could never find a hotel bed long enough for them.

Now a 126-bedroom hotel matching top international standards, the Jameson started off in a small way under the wing of the B.S.A. Company. Business in the early 1960's was not good with the Central African Federation disintegrating, and in 1962 the company handed the hotel over to the owners of the building. With capable management and concentration on service and facilities, the Jameson gradually built up a sound reputation. Business was brisk and in 1968, though the country was going through yet another trying political period, the Jameson decided to go ahead with ambitious extension plans.



The 'Usual Place' at the Jameson

The \$550 000 extensions, which took the best part of two years to complete, involved extending the building on to Park Street and virtually doubling its size. Besides bedrooms, the hotel added two function rooms, a new bar and restaurant, banking facilities and a parking basement, in the biggest hotel development in the country for years.

In 1970 the hotel's efforts were rewarded when it was judged the best in the country — and was given four glittering stars to prove it. It was the highest grading granted to any hotel since the grading system had been introduced in the country the previous year. A delighted Mr. Jan de Haast, then managing director, attributed much of the reason for the high grading to the directors' "far-sighted policy of improvements". The Jameson's policy of continually improving its standards in all spheres paid ever-increasing dividends, and in 1977 it was ready to spend a further \$550 000 to expand again. More bedrooms, two more functions rooms, a new cocktail bar and an extension of service facilities saw it develop to its present size.

The Mauya and Tatenda Card schemes launched by the Jameson in 1980 proved an instant success with the public. Card holders receive a wide range of bonuses such as discounts on accommodation bills and credit accounts. Another major bonus is discounted accommodation at leading hotels in Britain, South Africa, Kenya and other countries.

In addition to its immaculate rooms and supreme service, the Jameson is also renowned among gourmets. The sophisticated Tiffany's Restaurant is a favourite for its intimate atmosphere, whether for a business lunch or a special evening out, with a choice between à la carte and table d'hôte. For those with less

time to dally there is the Sandawana Grill, open all day, with enticing menus at budget prices. At both, the Jameson offers its special "Junior Pantry" menu for youngsters.

The Usual Place is the Jameson's most popular cocktail bar, with its bustling casual atmosphere. The hotel also boasts the Corner Bar, with a quiet, intimate atmosphere ideal for a pre-dinner cocktail or liqueur after eating. Then there is the Sportsman's Bar, a character bar whose walls are covered with action photographs of local sporting stars.

Whether there are a couple of dozen people involved or a couple of hundred, more and more conference and seminar organisers are electing the Jameson as their venue. The hotel has five main function rooms ranging from the Leander — which can cater for 300 at cocktail time or 185 at a sit-down dinner — to the Starr, where a snug 24 can be seated for a meal.

One of the hotel's biggest assets is the Sabi-Limpopo area. Each room is capable of seating 60 cinema-style, or 50 for dinner; but when the partition separating them is removed, 145 can be seated for a meal. What many conference organisers like is that they can take one room for their business sessions, then just move next door for their meals.

There is also the Campbell room, which is the same size as the Sabi or Limpopo rooms partitioned.

Another unique feature of the Jameson is the Chapel of St. Francis and St. Clare on the seventh floor, a consecrated and non-denominational centre of prayer open to anyone throughout the day.

The manager of the Jameson is Mr. Jan Hoogstad. The hotel is part of the Cresta Hotel Group, which also operates the Churchill Arms, Bulawayo, and the Oasis, Salisbury.



**At Bumi Hills Safari Lodge
we'll make time stand still
for 30 special people.**



**With a maximum of only 30 guests at any one
time we've made Bumi one of the world's most
exclusive safari lodges.**

**Nature and the lake provide the wealth of safari experiences
that really will make time seem to stand still for you.**

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Bumi Hills Safari Lodge
One of 12 great
zimbabwe sun  hotels

zimbabwe sun hotels

Welcome to the warmth!

"There is no hotel in the world with such an extraordinary environment as this delightful little one at the Great Zimbabwe Ruins."

Words like those could grace the pages of an international travel magazine (as they have done) or a Baedeker (which they may have done) when speaking of one of Zimbabwe's attractions. In fact they were spoken years ago and were published in 1931. Even then, remarks passed on the Zimbabwe Ruins Hotel were not exactly new. A Mr. Eric Nobbs signed the hotel's visitors' book for the first time in July, 1914.

There is a lesson to be learnt in this sort of history; a lesson in modernity. The same delight that impressed the author of that article in 1931 and Mr. Nobbs in 1914 still applies. The tradition, created by the combination of Zimbabwe's natural beauty and its careful management, is carried on by the Zimbabwe Sun Hotel Group.

The Zimbabwe Ruins Hotel (soon to be known as the Great Zimbabwe Hotel) is just one example of the group's passion to see the best elements of the country enjoyed in the best way — as naturally as possible.

For the foreign visitor, familiarity with the group's chain of hotels often begins with the flagship — Salisbury's Monomatapa. A towering landmark on the Salisbury skyline, little needs to be said of it that "four star" can't; except perhaps that it matches (and in some cases better) international standards.

That is only the beginning. For the Zimbabwean, and our international visitor, a journey to all the major cities and tourist havens in this country will often mean walking into a Zimbabwe Sun Hotel or stumbling across luxury in some of our most out-of-the-way places.

Being the largest hotel group in the country means many things for many people — for tourists and holidaymakers, businessmen, wildlife enthusiasts, and even gamblers.

Beginning with Salisbury and Bulawayo, Zimbabwe's two main centres, the Monomatapa and the Bulawayo Sun provide everyone with

luxurious accommodation and service, a wide range of cuisine from the homely to the exotic, and business and conference facilities which are quickly establishing Zimbabwe's name as an African and international business centre.

Elsewhere round the smaller centres, the group provides similar facilities on more of a regional basis with the bonus of proximity to some unique scenic and wildlife resorts. In Umtali, it's the Manica Sun, offering all the quality of an advanced hotel with the rolling splendour of the Eastern Highlands, the "Switzerland of Zimbabwe", all around.

In Gwelo, fast becoming the industrial capital of the Midlands, the three-star Midlands Hotel provides comprehensive service and quality for the businessman, the traveller and the tourist, as well as the conference facilities and cuisine expected of the city's leading hotel.

Further to the south, the Zimbabwe Ruins Hotel, designed to merge with the natural beauty and mystery of the Great Zimbabwe Ruins (from which the country takes its name) combines all the best elements of luxury for the tourist, holidaymaker and conference-goer with a rustic, African charm. Recent renovations and extensions have improved and increased its capacity, making it one of the most attractive resorts of its type in Zimbabwe and an essential part of even the most amateur archaeologist's pilgrimage to the Ruins.

Back to the Eastern Highlands and the Troutbeck Inn, nestling in hills for all the world like a country manor with its undying log fires warming the foyer and bar and the atmosphere redolent of horses and fishing in icy lakes and streams. It is a place of rest and meditation or, again, of majestic scenery or gentle sport.

Moving to the west, the pulse of wild Africa beats stronger and faster. The group, with its commitment to wildlife, offers some of the best opportunities for observation of Zimbabwe wildlife throughout the country. And it is all accompanied by the ultimate in comfort.

The Wankie Safari Lodge, sited in the country's largest and most varied game sanctuary, might have grown from the soil. Elephant, giraffe and limitless other species of animals and birds wander the park a stone's throw from the Lodge.

By the Smoke-that-Thunders, the magnificent Victoria Falls, the graceful, sweeping lines of the Victoria Falls Hotel blend into a soft African night. Here the emphasis is on an old-world style envied by hoteliers the world over. Guests are entertained in a fashion forgotten elsewhere in a hasty, modern world, where for a touch of glamour and excitement, they can wander a drum beat's distance to the four-star Makasa Sun Hotel for a game of black jack or a spin of the roulette wheel.

Perhaps the ultimate experience for the nature-lover who wants to become a part of Africa is the water wilderness experience on mighty Lake Kariba. A sportsman's and a wildlife lover's dream, Kariba is one of the largest man-made lakes in the world, and careful management and organisation have maintained an exquisite natural and human balance.

At Kariba itself, visitors have the choice of living at the exotic Sardinian-style Caribbea Bay with its casino, or enjoying the peace and tranquillity of Lake View Inn, acknowledged to have one of the finest views of any establishment on the Lake.

Across 65 km of glimmering water lies the Bumi Hills Safari Lodge — man's answer to a modern Eden if such a fabled place included the privacy of isolation, the wonders of the watery wild and unequalled luxury.

Few places in the world or Africa could make a guest belong to the environment as the Water Wilderness safaris. In unique craft tailor-made to fall in with the moods of Kariba's tides and rivers, visitors on the safaris can enjoy the experience of a lifetime, living in the midst of uncivilised bush and water yet with all the comforts of the Lodge discreetly brought with them.

River craft on Kariba at the Bumi Hills Safari Lodge





In Zimbabwe America's No.1 and No.2 are No.2 and No.3

In Zimbabwe, Echo Car Hire is Number One! In fleet size and range Echo is bigger than any other single car hire entity operating in the country.

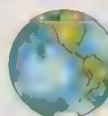
How did we get to that position against some of the international giants?



We believe our success is due essentially to one thing: The Echo Car Hire Promise. And all that that means is that we will really go out of our way to make car hire a pleasure for you.



Our rates are low, our cars the best available: clean, always well-maintained and reliable. Everyone is fitted



with a radio for your driving pleasure. And we are very friendly, happy people thoroughly enjoying the business we're in.

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In London,
Contact Echo's Office for your car hire requirements too!
Telephone: 01-549-1351.

In Zimbabwe,
Salisbury: Telephone, 706489. Bulawayo: Telephone, 67925.
Que Que: Telephone, 2387. Umtali: Telephone, 64710.
Bulawayo Airport: Telephone, 26584. Victoria Falls: Telephone, 200.
Fort Victoria: Telephone, 2143.

echo car hire

makes car hire easy

With the opening of their latest office in Umtali recently, Echo Car Hire has now become a truly nation-wide force in Zimbabwe's car rental market.

After only seven years since the operation started in a small office in Salisbury, Echo now claims 43% of the car hire business with about 280 vehicles — and is therefore the biggest single operator in the country.

Its international ties, too, have contributed to Zimbabwe's foreign exchange. Their UK link is through Morleys of Kingston; but they became truly international in 1975 with their involvement with Europcar, which gives visitors from 104 countries access to Echo's services.

The business started in Salisbury in September, 1973, under the management of Mrs. Hazel Hussey, who had had previous experience with her husband, Robin, of running what became Zambia's largest car hire company in Lusaka.

Although starting with just five vehicles, within 18 months bigger premises were needed, and it was then that the business moved into its present Head Office at 107 Union Avenue. This made it more accessible for the central hotels with their tourists and business visitors as well as making it more accessible to Salisbury's governmental and commercial offices.

Its main growth came in the late 70's with the increasing number of visiting diplomats, journalists and other observers attending the many talks and negotiations which took place during that time.

Bulawayo was the second branch office to open in 1976 with just six cars; but now, having been given the airport franchise in January, 1980, nearly 40 cars are assigned to the Bulawayo office.

Following the Bulawayo opening, rapid development came with further branch offices opening in Que Que, Fort Victoria, Umtali and Victoria Falls, where a recently formed Safari company is also operating which caters for tourists wishing to participate in photographic safaris in Zimbabwe, Botswana and Zambia.

Now, as well as being used by visitors to the country, Echo supplies the many vehicles needed by commerce and industry to keep their staff on the move.

Frequently, vehicles travel to Mocambique, Botswana and Zambia — often with Echo drivers, who, of course, hold Zimbabwean passports. In the mean time, the number of people employed by Echo has risen to more than 50, and some of the drivers have been responsible for chauffeuring many world-famous people around the country — Lord Soames, Andrew Young, David Owen, Sir Ivor

Richards, Walter Cronkite, King Leka of Albania, and Lord and Lady Nelson, to name a few.

The fleet now includes a wide variety of vehicles ranging from two-door saloons to four-wheel drive safari vehicles and nine-seater minibuses, and is presently awaiting delivery of 15 new custom-built microbuses for both self-drive, safari and touring activities.

Robin Hussey has been Chairman and Managing Director since 1975, with his wife Hazel as General Manager. The other directors are all Zimbabweans and are well known in the business and financial community of the country.

"We have contributed much to the foreign exchange wealth of this country," says Robin Hussey, "and, with our plans for further expansion, we are expecting even more growth."

The policy of promotion from within the company has resulted in Lovemore Mhaka being appointed Assistant Manager, Salisbury, and Joseph Jambo in charge of the Bulawayo airport office.

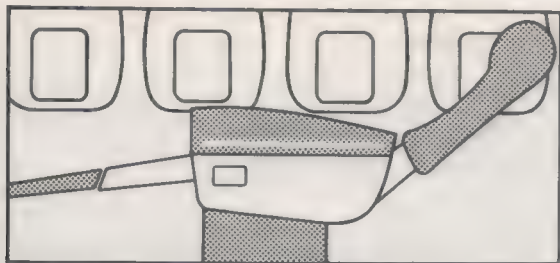
Other senior men are Michael Nyasvimbo (Car Rental Supervisor, Salisbury); Philip Ndweni (Car Rental Supervisor, Bulawayo Airport); and, in a similar position at the Bulwayo Main office, Thembo Moyo.

Accepting delivery of four new Safari Land Rovers is Lovemore Mhaka with Mr S. Ottens





Now, only British Airways offers Sleeperseats from Salisbury to London.



The new Sleeperseat offers you luxurious space and comfort and an inducement to sleep that you'll find very difficult to resist — and not surprising because British Airways Sleeperseats were designed in association with the orthopaedic consultants at Guy's Hospital.

THE NEW STANDARD OF EXCELLENCE



Our first-class service has been renamed 'Crown' First Class.

The meal service is of the highest standard, with dishes created by chefs who carried off most of last year's major international awards.

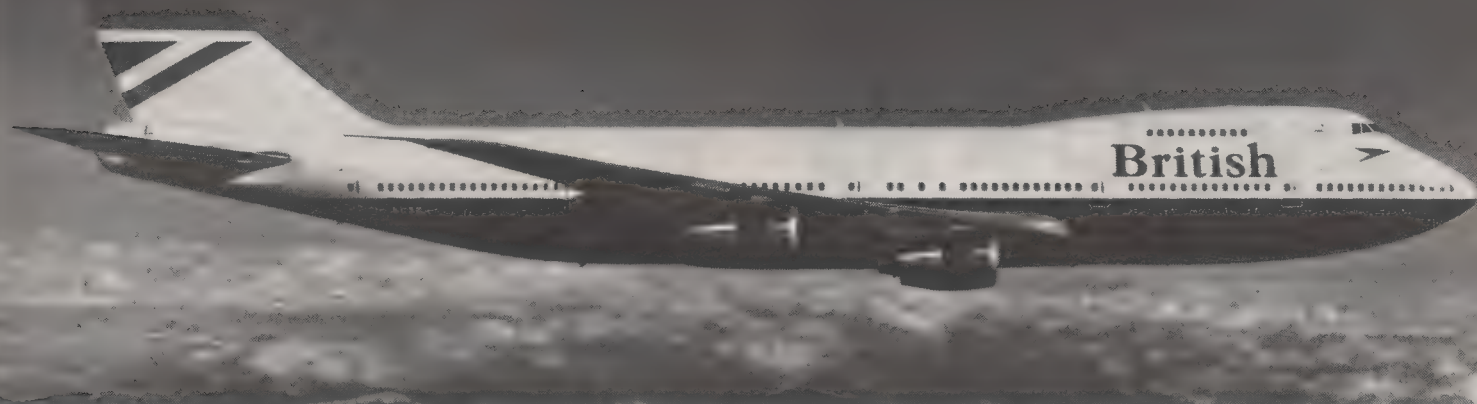
You get advanced electromagnetic headsets for superb reception and personal comfort.

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British airways

We'll take more care of you.





British Airways Boeing 747 aircraft, powered by four Rolls Royce engines, operate between Salisbury and London

British airways

Whether you are attending an international conference or personally clinching that important overseas business deal, a long flight may be necessary and — thanks to British Airways — it is rather like taking off in your executive office chair.

Constantly thinking of its customers' needs, BA has introduced the Club Class, geared specifically for the businessman — offering efficiency, comfort and style but, most importantly, first-class service at the regular economy fare.

The businessman can take advantage of his airborne hours, enjoying comfortable, spacious surroundings, (thanks to the Club's principle of giving him an empty seat beside him whenever possible), finish any work pending, prepare that certain speech, re-read those important documents, or just simply relax before his hectic schedule begins. BA Club offers him an "office in the air" without the constant interruptions of the telephone!

Right from the onset, BA is making efforts to ensure a headache-free journey. To speed up the formalities of boarding, special Club check-in counters are available and, at the larger airports such as Heathrow, a separate boarding lounge allows for quicker boarding of Club passengers. All carry-on and checked luggage will bear the distinguishable "Club" labels for faster allocation upon disembarkation.

BA has set for itself specific goals for punctuality with a high percentage target for short and long haul flights — a definite must for the businessman when time is of the essence.

Once aboard, the Club traveller is seated in a separate cabin. New movable

cabin dividers offer more flexibility, making the Club class larger when necessary, and the empty seat allocated beside him gives even more space to stretch out.

British Airways has gone one step further with its "Super Club" available on all 747 flights to the USA (except Seattle). New "expanda" seats have been installed enabling a six-abreast seating plan rather than a normal nine-abreast. This gives a 60 cm width between armrests — space and style being the keynotes to comfort. Naturally, all other Club benefits apply as well.

\$2.5 million have been spent to up-grade catering standards, with the result that a choice of meals is offered the Club traveller — whether hot snacks on a short-flight, or a full-course meal complete with wine on the longer flights.

Free headsets for in-flight entertainment and slipperettes are also given the Club passenger — (compliments of BA) — a nice touch to add to his comfort. The service is excellent and, rather than feeling disgruntled upon reaching his destination, he is relaxed and satisfied with his flight.

Given priority with disembarkation procedures, the Club passenger does not waste unnecessary time waiting for his luggage. At Heathrow, new facilities for baggage handling have been put into effect. If making onward connections, whether taking the Shuttle to Paris or a trans-Atlantic flight, improved ground requirements include a recently opened Eurogate, an enlarged Shuttle lounge and computerised check-in at Terminal 1.

The Concorde, however, is the businessman's answer to international demands. A separate check-in and large lounge speed up boarding and, once aboard, the Concorde gets him to his destination quickly. A business transaction can be made in New York and he can be back in London in time for dinner — the super Concorde will fly him

there in just three-and-a-half hours! Seven flights a week leave Heathrow for New York, making that connection accessible to him.

BA has the businessman in mind when it offers the Executive Card enabling discounts and providing a list of British Airways' Association Hotels. There are over 120 hotels in major cities all close to airports and business areas, but, more importantly, equipped with business facilities — offering efficiency and convenience which is necessary when making multi-stops on his trip. In addition, there are now 11 world-wide exclusive "Business Centres", which extend to the Executive Card-holder office facilities and services while he is abroad.

If you want to mix business with pleasure, British Airways can provide a comprehensive itinerary that will save you time and energy — handling all necessary arrangements right to hotel accommodation and car hire.

A new programme launched by BA in April, expanding trade routes and offering new and better services, now enables the Zimbabwean businessman to tuck his exports under the floor of his office in the sky. As you wing your way on the non-stop, 10-hour flight from Salisbury to London, you can feel assured that your cargo, whatever the size, is being well taken care of.

Freight handling world-wide is being progressively computerised — a system offering unique reservation and tracking facilities. The wide-bodied Boeing 747 aircraft with ample cargo capacity will be an asset in generating industrial development, especially now that new services have been extended to western Canada, the USA and South Africa.

British Airways can handle all your business needs — effectively. As the saying goes: "British Airways Club — a rather better way to go about your business".

CITIES and TOWNS

Salisbury

Population

Salisbury, the capital city of Zimbabwe, has a population of 633 000.

Transport

Salisbury's International Airport has one of the longest civilian runways in the world, and is capable of taking aircraft of any size; whilst major road and rail links radiate from the city to all parts of the country.

Industry

Industries operating in Salisbury's main industrial areas of Workington, Southerton, Graniteside and Beverley include car assembly; foundry; food and beverage manufacture; light and heavy engineering; cigarette, furniture, glass, steel, concrete and clothing manufacture: to mention just a few.

Amenities

In addition to the parks and nine public swimming pools, there is a Civic Centre which consists of a library, museum, music college and concert hall. Educational institutions include the University of Zimbabwe, the Salisbury Polytechnic, Gwebi Agricultural College, and private and Government primary and secondary schools. There are also several commercial and technical colleges as well as creches and nursery schools for pre-school children.

There are within the Salisbury area a racecourse, trotting stadium, a dozen golf courses, and numerous sports clubs catering for all interests. In addition, Salisbury boasts a permanently constructed covered indoor sports stadium, seating approximately 4 500 people.

Tourism

Salisbury, known as "The Sunshine City", has an excellent all-year-round climate.

No visitor wishing to gain an all-round knowledge of Zimbabwe — its history and background — should omit a visit to the National Archives, Queen Victoria Museum or the National Art Gallery. Other places worthy of visit are the Salisbury Kopje, Salisbury Gardens, the Geological Museum, the National Botanic Garden, Parliament, the Cathedrals, Ballantyne Park, Lake McIlwaine, the Lion and Cheetah Park, the Larvon Bird Gardens — and many more besides to suit every interest.

Bulawayo

Population

The estimated population of Bulawayo, Zimbabwe's second city, is 366 000.

Transport

Bulawayo was the first centre in Zimbabwe to be linked by rail with South Africa, and in Bulawayo the National Railways of Zimbabwe has its headquarters, together with its large servicing and repair workshops and marshalling yards.

A modern airport to the north of the city provides internal daily flights to all the main centres of Zimbabwe and tourist areas as well as daily flights to South Africa.

Industry

The city is a major producer of textiles, electronic equipment, tyres and rubber goods, farm equipment, wines and spirits, and high-quality foods of every kind, as well as furniture, packaging materials, paints and varnishes, timber products, leather and plastic ware, cosmetics, and many other products.

Mining

The area around Bulawayo is famous for its high mineral output. Chrome, asbestos, coal, gold, copper, mica, emeralds, tin and nickel are some of the minerals produced.

Tourism

The countryside around the city contains much of interest, including the Khami ruins and the Rhodes Matopos National Park which is composed of many historical sites. Other attractions include the Chipangali Wild Life Orphanage; and within the city itself the National Museum of Zimbabwe and adjoining mining antiquaria, the Mzilikazi Art and Craft Centre, the National Railways of Zimbabwe Museum of steam locomotives and other historical equipment. The city has many good hotels and nightspots to accommodate and entertain visitors, including the only Holiday Inn in Zimbabwe.

Gwelo

Population

Gwelo's population is approximately 100 000.

Transport

Situated on the main line of rail between Bulawayo and Salisbury, Gwelo is a principal rail junction with the Dabuka hump marshalling yards boosting the city's strategic position as a communications and distribution centre. An Air Zimbabwe service operates between Salisbury, Buffalo Range and Fort Victoria from the Thornhill Military Airport.

Industry

Gwelo is the home of some of Zimbabwe's largest factories producing items such as clothing, shoes, glass products, metal alloys, pre-stressed concrete products, dairy products, abrasives and batteries.

Extensive mining, particularly of chrome, is carried out in the Midlands area, as well as of limestone, quartz, nickel, gold, asbestos, lithium, barytes, tungsten and silica sand.

Amenities

Gwelo has excellent education facilities from nursery school to 'A' Level standard, as well as two teacher training colleges, two commercial colleges and a technical college.

Modern hospitalisation is provided with general, maternity and infectious diseases hospitals. In addition, there are child welfare clinics and centres for the physically handicapped.

Tourism

Places of interest include the Civic Theatre, the Midlands Museum, Library, Civic Gardens, Antelope Game Park, Fort Gibbs, and the Natalale Ruins.

Umtali

Population

Umtali has a population of 64 000.

Transport

From Umtali, fine roads fan out west to Salisbury, north to Inyanga, and south to Melssetter and Fort Victoria. There are two aerodromes.

Industry

With ready access to the 77 000 hectares of forest plantations in the Eastern Districts, Umtali is well established as the headquarters of Zimbabwe's timber and paper milling industries. Food processing also plays an important role in the economy of the region — fruit, vegetables, tea, coffee and nuts

being particular examples of such industries. The city is, in addition, the home of Zimbabwe's only carpet manufacturers, one of the country's largest motor assembly plants, and has well established glass, plastics, rubber and ceramics industries.

On the high temperate plateau area, potato, sheep and dairy farming are carried out; whilst cotton, wheat, maize and other crops are grown under irrigation on the rich alluvial soils of the nearby Middle Sabi area.

Amenities

Umtali is reputed to be Zimbabwe's ideal conference centre, and a real source of pride is the Civic Centre surrounded by magnificent gardens. Within the complex is a fine theatre which boasts outstanding facilities available to local and visiting players. Other attractions are the Museum, Memorial Gardens, Aloe Gardens, and numerous sporting and social facilities.

Tourism

Umtali is very much alive to its tremendous tourist potential. Fine hotels and charming guest cottages are plentiful in the area, whilst the nearby mountains provide excellent opportunities for mountaineering and trout-fishing.

Gatooma

Population

The population of Gatooma is 60 000.

It has two high-density housing areas to cater for the workers, the largest of which is only 1,5 km from the industrial area and offers all modern amenities.

Transport

Gatooma is situated 140 km south-west of Salisbury on the main road and rail connections to Bulawayo.

Industry

One of the larger textile and agricultural towns of Zimbabwe, Gatooma is also the centre of a prosperous mining community which includes the activities of Rio Tinto (Zimbabwe) Limited and Falcon Mines.

The Cold Storage Commission's abattoir is one of the most modern in Southern Africa, whilst the Dairy Marketing Board has commissioned a cheese factory which serves as the main supplier of this product in Zimbabwe. A large paper mill for the recycling of waste paper is due to open towards the end of 1981.

Amenities

The town, with both senior and junior schools, also boasts the best air-conditioned theatre of its kind in the country, and has various sporting and social clubs including boating, water-skiing and fishing at the nearby John Mack Lake.

A first-class drive-in cinema operates each night, and perfect television reception is afforded by the local transmitter. There is also a Government Central Hospital, a clinic and two maternity homes.

Que Que

Population

Que Que has a population of 51 000.

The town's central geographical location — approximately 220 km from the major cities of Salisbury and Bulawayo — makes it an important communications centre. Similarly, it occupies a unique marketing and distribution position. More people of all races with considerable spending power — 80% of the consumer population, or four out of every five people in this category — live within a 225 km radius of Que Que.

Industry

At Redcliff, 18 km from Que Que, are the important iron and steel works of ZISCO which rolls most of Zimbabwe's steel section and partly-processed steel requirements.

Chrome smelting, a nitrogenous fertiliser plant, tobacco, maize, wheat, and beef ranching are other significant aspects of industry in the area.

Side by side with industrial expansion, commercial services and facilities have been developed and well established.

Amenities

Que Que has a fine civic centre and theatre, and excellent residential, educational, medical, shopping, sporting and recreational facilities; and is well on the way to achieving its goal of becoming the most important industrial centre in Zimbabwe.

Tourism

Both Lake Sebakwe and Dutchman's Pool have become popular as boating and fishing resorts. Sable Park is well stocked with animals and a variety of birdlife.

Marandellas

Population

Marandellas has a population of 25 000.

Industry

The town is the centre of a large farming area where a variety of crops are grown. It is especially active in the field of beef production, and the establishment of the Cold Storage Commission works has added to the importance of this industry and the town.

Existing industries include sheet metal works, engineering works, timber milling and manufacturing, foundry, prefabricated building manufacture, Grain Marketing Board, Dairy Marketing Board, leather and tanning factories, tea and coffee factories, cattle scale manufacturing, and a mica grinding factory. The prospect for further industrial development is excellent.

Amenities

Marandellas has every facility, including banking, medical and dental services, hospitals, maternity home, library, swimming bath, churches, attractive senior citizens' village, modern cinema, and a number of senior and junior schools. All types of sporting facilities are available, and radio and television reception is excellent.

Fort Victoria

Population

The population of Fort Victoria is 24 000.

Transport

Fort Victoria is the centre of a national highway network which leads to all major centres in Zimbabwe including Beitbridge. There is a train service from Gwelo which connects with rail traffic from Salisbury and Bulawayo. In addition, there are scheduled air services which operate from Salisbury and Bulawayo. Road transport is excellent, and there are tourist bus services to Great Zimbabwe and Kyle National Park each day.

Amenities

Educational facilities in Fort Victoria are comprehensive, with a number of schools providing a total educational service. There is a fine Government hospital complex and clinics. The town also offers a wide range of social and service clubs and associations.

Tourism

Historical Great Zimbabwe is of international fame and attracts large numbers of tourists annually. Lake Kyle nearby is the second largest lake in the country and has a shoreline of some 240 km. Yachting, power-boating and angling are favourite pastimes at the Lake, whilst the adjoining game park offers some of the most concentrated game-viewing in Southern Africa.



Gwelo. The city that has nearly everything

except perhaps you! Gwelo certainly has everything else. A population of 90 000 people. A thriving commercial and industrial structure. Multi-million dollar marshalling yards. The second largest cattle market in the whole of Southern Africa. Excellent schools, hotels and hospitals. Plenty of sporting and social activities. And Gwelo's right in the centre of Zimbabwe - yet there are still some superb industrial sites for sale! Gwelo is geared up to go places in the coming years - so jump on the bandwagon now! For further information on what's available in Gwelo write to the Town Clerk, P.O. Box 278, Gwelo, Telex RH 3476.



The Municipal Offices in the City of Gwelo

Gwelo

The City of Gwelo, capital of the Midlands and Zimbabwe's third and most central city, is a thriving commercial and industrial centre.

Gwelo is situated alongside the rich mineral-bearing Great Dyke with its abundant chrome seams and the newly discovered platinoid horizons. The Midlands is also rich in gold, iron ore and asbestos.

The construction of the multi-million-dollar Dabuka marshalling yards in the city has resulted in its emergence as the main export/import centre for Zimbabwe. Gwelo is the country's principal rail junction on the main line of rail between Bulawayo and Salisbury. The rail link from Gwelo to Salisbury is shortly to be electrified — the first in the country's history.

The railway also radiates from Gwelo to Fort Victoria and Selukwe where important mines are situated; to Shabani, location of some of the largest asbestos mines; and to the Lowveld with its huge irrigation projects for the growing of sugar, wheat, citrus and the new ethanol plant likely to produce some twenty per cent of the country's ethanol/petrol requirements. By rail, Gwelo is also the closest city to markets in South Africa and the north of the continent.

All major transport companies have depots in the city ensuring rapid delivery by road to all parts of the country. By air, Gwelo is linked with Salisbury, Fort Victoria and the Lowveld, with the airport being situated four kilometres from the city centre.

Bus services for suburban commuters are available and inter-city services travel daily through Gwelo.

Gwelo has fully serviced industrial sites which are readily available for development. The city is able to supply all power requirements — electricity, coal or gas. With the completion of the new Amapongokwe and Gwenoro Dam development, more than adequate water supplies are ensured for the foreseeable future.

The city has been the marketplace for the large farming community in the Midlands for many years. The Midlands beef stock represents a large percentage of the national herd, and Gwelo cattle sales are second in size and value only to Bloemfontein, the largest in Southern Africa.

The population of the city is estimated at 90 000, and social and cultural needs are well catered for. Gwelo is the shopping centre of the Midlands and a wide range of facilities are available. All major banks, building societies and insurance companies have offices in the city.

Hotels in Gwelo provide up to three-star accommodation with all conference facilities. There are 205 beds available in the city's three central hotels.

Gwelo is adequately supplied with medical facilities and has three hospitals — two for infectious diseases and the other providing general facilities. There is also a child welfare clinic, a polio rehabilitation centre, a maternity home, a medical centre, Government and private dentists and doctors, and several clinics.

An important educational centre, Gwelo has six high schools, eight primary schools, two teacher training colleges and a Government technical centre. In addition, there are private and mission

schools in the area. Several of the schools have boarding facilities and the educational facilities are among the best in Zimbabwe.

There are a number of sports clubs in Gwelo affording excellent sport and recreational facilities. Tennis, squash, hockey, cricket, football and rugby are regular sports offered.

The Gwelo golf club has an 18-hole championship rated golf course. Other recreational facilities include gliding at Moffat Aerodrome, sailing at Gwenoro Dam, and a motor car and cycle club.

Cinemas, a modern theatre, an academy of music, and nearly eighty clubs and associations cater for every taste in entertainment.

The City of Gwelo, with its facilities and geographical position, is ideally situated to accept immediate development and entrepreneurs can establish themselves with confidence. Their requirements in the way of land and services can be met expeditiously.

Although many industries are already established, Gwelo is geared for immediate expansion. It is well equipped with service industries, including civil, general, precision, electrical and motor engineers.

Heavy and light industrial sites are available, all being fully serviced when sold, and special facilities are supplied if required.

A garden city, with flowering trees lining the streets, Gwelo is a pleasant place in which to live and enjoy a healthy climate.

Full information may be obtained from the Gwelo Publicity Association in the Civic Centre.

Enquiries from industrialists should be addressed to the Town Clerk, P.O. Box 278, Gwelo. Telex RH 3476.

QUE QUE

the NOW town
in touch with TOMORROW



Industrial and commercial organisations already established here will tell you that when it comes to manufacturing and distribution, our facilities and central situation makes us the NOW town with the best services available today, and the best potential industrial centre of the future.

Marketing is a built-in bonanza, with 80 per cent of the consumer population of Zimbabwe living within 200 minutes by road from here.

Keep in touch with TOMORROW by contacting us NOW.

Our Town Clerk will be glad to provide you with full information and literature on industrial, commercial and residential land, details of labour reserves, power and water availability.

Phone him on Que Que 2301, or write to:-

**THE TOWN CLERK, MUNICIPALITY OF QUE QUE
P.O. BOX 115, QUE QUE, ZIMBABWE**

Que Que

The new majority Government of Zimbabwe has enunciated a policy of decentralised overall development and, in many ways, Que Que emerges as the most ideal starting point for such advancement; not only is the town strategically located in the centre of Zimbabwe but it also provides an unparalleled array of diverse resources to support such development.

Indeed, the very beginnings of Que Que, following the discovery of gold at the Globe & Phoenix Mine and the resultant diversification of industrial activity, have clearly made the town a key area in the economic prospects of a future Zimbabwe.

Que Que's development was given an added impetus with the establishment of the RISCO Steelworks in 1948. Evidently, the early mineral discoveries were soon to prove a blessing to Que Que; for, in rapid succession, derivative industries such as the tubeworks of Stewarts and Lloyds Limited, the Rodmill wireworks of Lancashire Steel Limited, and the steelwire plant of Haggie Wire and Rope Limited, were developed.

Another significant booster to Que Que's industrial development came with the discovery of chrome in the Great Dyke, some 65 kilometres distant from the town. This resulted in the establishment of the chrome smelter now operated by Zimbabwe Mining and Smelting Co. (Pvt) Limited (Rhomet Division).

More recently, many other notable investments have found their place in Que Que. Among them was the founding of the nitrogenous fertiliser plant of Sable Chemical Industries Limited and the maltings plant of the National Breweries Limited which, in addition to providing all Zimbabwe's requirements in the two products, also have enormous export potential. For instance, the maltings plant has the capacity to double or even treble production depending on demand.

Elsewhere in Que Que a variety of smaller industries related to the town's mineral resources have developed. These include engineering and steelworks; and a commercial sector that has continued to expand as the population of the town grows.

Paramount in the plans of the Municipality of Que Que is the provision of relevant facilities geared for rapid industrial development. Accordingly, the Municipality has continued to make available already surveyed industrial stands ranging in extent from 0,3432 hectares to

13,1182 hectares. Many of these are serviced with good roads, power lines, water supply and easy access to the telephone, railway and other communications systems.

In line with the Municipality's policy to encourage investment, Que Que offers very attractive and advantageous purchase terms. Without exception, a minimum building clause is included in the agreement of sale, with the current price of industrial land fixed at Z\$1 per square metre for light industrial stands and 75c per square metre for heavy industrial sites.

Recently, the Municipality purchased a substantial portion of land north of the existing industrial area which it has reserved for future industrial development. This will enable individual industrialists to acquire tracts of land suited to their particular requirements and which can be surveyed and serviced in accordance with the specifications of the individual developer.

The value of Que Que's development plans approved by the local authority has risen progressively in recent years. Clear evidence of this can be found in the fact that, during the 1979/80 financial year, a total of 189 plans for expansion and development were authorised to the value of Z\$4,6 million — representing the highest amount in a single year in the history of the town.

Perhaps the most significant of these developments was the construction of a modern technical college on a 13,5-hectare site adjacent to the new railway station complex. The college, built at a cost of Z\$3,5 million, marks yet another milestone in Que Que's growing importance as a major industrial centre in Zimbabwe. The project was financed by the Union Carbide group of companies. Initially the college will offer full apprenticeship courses in machine shop practice, motor and electrical craft, through both daytime and evening courses.

Huge transporters waiting to discharge the first deliveries of this year's bumper, high quality barley crop into the weigh bay hoppers at the \$3,3 million maltings plant at Que Que

It is hoped that the college, expected to be fully operational for the 1982 academic year, will become a national institution catering for students from all parts of the country.

Also cardinal in the development plans of the Municipality of Que Que is the provision of adequate housing. The town authorities recognise the need to expand this important segment of Que Que's socio-economic infrastructure side by side with the anticipated influx of people as a result of industrial growth. Accordingly, concerted effort has consistently been directed towards the expansion of existing residential areas as well as creation of new ones as the need arises.

Que Que is supplied with electric power by the Electricity Supply Commission whose grid system is fed from the nearby Sherwood Switching Station.

For water, the town relies on Lake Sebakwe some 45 kilometres upstream of the Municipality's water treatment plant on the Sebakwe River. At peak periods, the treatment plant operates at full capacity — and the Council has embarked on a further augmentation scheme at an estimated cost of Z\$8,3 million. The planned expansion will double the capacity of the water treatment plant to 90 000 cubic metres per day — a development which, it is hoped, will keep the town adequately supplied with water for at least the next ten years.

Another significant plan on the Municipality's drawing board is the expansion of the town's water-borne sewerage system at a cost of Z\$2,7 million.

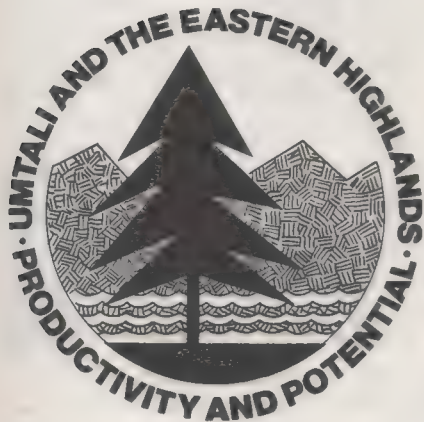
Indeed, in the country's planned decentralisation programme, Que Que, surely destined to emerge as one of Zimbabwe's foremost industrial cities, provides a unique central point from which the evolution of the Zimbabwe of tomorrow can well begin.





THE SWITZERLAND OF ZIMBABWE





View of Main Street, Umtali

Considered to be one of the most attractively situated cities in Southern Africa, Umtali is the capital and major commercial and industrial centre of the highly productive Eastern Highlands region of Zimbabwe.

Much of the industrial activity is of a "clean" type and reflects the specialised productivity of the region. The Eastern Highlands grow almost 90 per cent of Zimbabwe's commercial and industrial timber plantations; 90 per cent of its coffee; 100 per cent of its tea; and nearly 90 per cent of its deciduous fruit.

Production of existing factories associated with timber includes newsprint, cardboard, tanning extract, plywood, veneer, chipboard, boxes, poles and construction timber. There are blending and packing factories for tea and coffee and canning and jam factories.

The city is also the home of Zimbabwe's major carpet manufacturer and one of the country's largest motor assemblers. A range of other industries include glass, plastics, rubber, ceramics, mineral water bottling, leather and engineering.

Being a railhead, the Railways workshop is a large industry where general and heavy maintenance repairs are carried out. Another important industry just outside Umtali is the oil refinery which has been in "moth balls" for some years but, once re-operative, will provide considerable employment and generate distinct possibilities for industries based on by-products from the plant.

Amongst other evidence of industrial growth is the fact that, as at mid 1981, three of the major industries in Umtali are planning for expansion.

As part of the City Council's policy to plan, ahead of demand, Umtali has well serviced light and heavy industrial land situated just south of the city close to highly developed townships. Heavy industrial sites can be linked with railway sidings. Water supplies are plentiful.

The City Council has recently awarded a contract for another major new housing project, embodying a home ownership scheme. The project involves the construction of 875 core housing units, and 20 complete houses, at a total cost of approximately \$2,5 million, including Municipal services.

In addition to being at the centre of a complex of roads covering the eastern region, the city has direct road links with Zimbabwe's capital city Salisbury and, via Fort Victoria, with South Africa. It has a direct rail link with Salisbury and also road and rail links with the port of Beira in Mocambique — only 300 km away. The re-opening of these latter routes has once again made Umtali the eastern gateway to and from the country's nearest seaside port, providing Umtali industrialists with distinct advantages for rapid import and export of goods. The city is served by two aerodromes.

The Eastern Highlands, particularly given the necessary harnessing of its excellent water resources, has enormous potential for further productivity and development. Coffee, tea, horticultural and other agricultural production can all be expanded and the region has a number of potentials to attract mining houses. The projected overall requirement increase for coniferous timber over the next twenty-five years to meet Zimbabwe's requirements alone is conservatively considered to be at least 6 per cent per annum. Apart from private plantations, State owned plantations can be increased by 24 000 hectares in the region.

The process of realisation of this potential will provide primary producers and both existing and new allied processing industries with a number of opportunities, as well as creating substantial additional employment and an upsurge in demand for the full spectrum of commercial supplies and services.

The Eastern Highlands district has been dubbed "The Switzerland of Zimbabwe", both for its specialised productivity and its mountainous scenic grandeur. Umtali is at the heart of a region that is a tourist's paradise and is an ideal springboard for tourists and holidaymakers who wish to enjoy the variety of recreational pleasures afforded by a range of hotels, caravan parks, camping sites and tourist attractions in the city itself and in the surrounding areas.

The Municipality of Umtali welcomes enquiries and is open to discussion and negotiation. Further information can be obtained from: The Town Clerk, Box 910, Umtali. Tel: Umtali 64412.

The Courtauld Theatre, Umtali



FINANCE

by R. V. Wilde
*Head of the Economic Division
Reserve Bank of Zimbabwe*



The upward trend in economic activity which started in mid-1978 continued into 1981. In 1980 the real growth rate reached a high of 14%. This can largely be attributed to the lifting of sanctions and the ending of the war. All sectors contributed to this growth with a total increase at current prices in excess of 25%, of which manufacturing contributed 7 and agriculture 6 percentage points. The forecasts for 1981 are for a reduced real growth rate of 5-6%. The main engines for sustaining this will be agriculture (the present record crop is expected to contribute over 3% to real 1981 G.D.P.), and manufacturing (over 2% contribution in 1981). These estimates bear in mind the constraints of tighter foreign exchange, skills and transportation.

The budgetary deficit of \$647,8m in the fiscal year 1981/82 is the highest on record, and highlights the fact that government expansionary programmes and efforts at redevelopment are placing strain on the economy's capacity to provide the revenue. Of this deficit, \$123,7m will be met by Zimcord funds and the remainder through loans and government issues of stocks, bonds and treasury bills.

The rate of price inflation as measured by the consumer price index for higher income urban families slowed to 8,7% in 1980 (compared with 13% in 1979) as adjustment was made to the sharp increase in oil prices in November, 1978. During the first six months through 1981, average prices had risen 12,6% compared to the same period last year, which is equivalent to an annual rate of 15,3%. The strong increase in consumer demand was the main source of this accelerated price inflation, and the major items of expenditure for consumer goods and services responsible were wages of domestic workers (up 41%), drink and tobacco (up 29%), foodstuffs (up 16%), and vehicle expenses (up 14%). Inflation is expected to continue rising for the rest of 1981. The initial increase in the bank rate announced at the end of February, 1981, and the deliberate policy of allowing foreign reserves to decline have had little dampening effect on inflation. The accompanying graph shows the pattern of the index from January, 1979 to June, 1981.

The narrowly defined money supply, M1, which consists of notes and coin in circulation and demand deposits with the monetary banking sector, rose by 36,6% in 1980. In the first quarter of 1981, M1 contracted \$42,6m (- 6,7%), before rising by \$55,4m in the second quarter (+ 9,4%). The more broadly defined M2, which includes savings deposits and commercial bank fixed deposits with a less-than-thirty-day maturity, grew at a slower rate, increasing by 34,2% in 1980. M2 declined by \$39,0m in the first quarter of 1981 (- 4,1%), before rising by \$44,1m at the end of the second quarter (+ 4,8%) (see graph). The principal causes of the 1980 expansion in M2 were increased claims against the government sector (\$224,1m) and private sector (\$103,5m) together with a \$12,2m increase in net

other assets. These increases were offset in part by a \$63,8m decline in foreign assets and a \$33,5m increase in longer term fixed deposits (see the accompanying graph). As was the case last year, the large increase in claims against the government reflects increased borrowing from the monetary banking sector to assist in the funding of the economic restructuring of Zimbabwe.

Commercial Banks

Total advances rose by 15,4% in 1980 following a 1,2% decline in 1979. The rise resulted from a 16,4% increase in other advances and a 13,0% increase in bills of exchange. The increasing trend in advances continued into the first six months of 1981 when they increased by 7,4% despite a fall of 1,9% in bills of exchange.

Total deposits increased 27,1% in 1980 (9,1% in 1979). By component parts, demand deposits rose 39,6%, savings by 29,8%, and fixed deposits by 3,0%. Again the rising trend continued into 1981, and by the end of June total deposits were 6,6% up. The February rise in the bank rate caused a sympathetic upward movement in commercial bank deposit rates. In June these rates peaked and the inflow of deposits to the banks increased accordingly (total deposits in June increased by 6% over those for May). After a drop in the first quarter of 1981, commercial bank lending picked up rapidly in the next three months to June, with loans and advances increasing \$47,3m and holdings of commercial paper increasing \$23,1m (all in bills of exchange).

Holdings of government paper fell by \$20,6m in the first quarter of 1981 and by \$16,8m in the second quarter. These declines reflected the initial impact of the bank rate increase and the apprehension of the market that followed.

Combined banks liquid asset ratio fell by 5% to 48% in 1980 after a 12% rise in 1979. At the end of June, 1981, the ratio was 47%.

Accepting Houses

Total deposits rose 30,2% in 1980 but fell by 4,7% over the six months to June, 1981. The 1980 increase came largely from time deposits (which increased by 42,9%) and advances and bills of exchange (which grew 23,1%). Holdings of government paper increased by 47,4% in 1980 but declined 11,3% over the first half of 1981. Acceptances granted decreased by 1,0% in 1980 but increased 20% over the first half of 1981. Combined accepting houses liquid asset ratio declined by 5% to 59% in 1980, and continued to decline over the first half of 1981 when the ratio at the end of June stood at 52%.

Finance Houses

Total deposits grew by 31,2% over 1980, reversing the declining trend of the previous four years. The greatest proportion of the increase was in N.C.D.'s (up 57,1%) while fixed deposits grew 18,1%. Total loans and advances increased by 37,5% in 1980 following a decrease of 3,0% in the previous year. This rise was wholly due to hire purchase increasing

69,4% and was partially offset by a 8,7% and 4,4% decline in leasing and other advances respectively. Lending continued to increase in 1981 with hire purchase again the foremost agent.

The liquid asset ratio for combined finance houses fell 1% to 21% in 1980. After the increase in the statutory ratio from 15% to 20% in April, 1981, the liquidity ratio climbed 7% to 28% at the end of June.

Building Societies

Total deposits grew by 13,5% in 1980. By component parts, savings deposits grew 20,5%, fixed deposits 13,4% and shares by 7,4%. In 1980, advances grew by 10,9%, with mortgage advances showing the biggest increase (+ 6,3%). Over the first half of 1981, total deposits grew 3,3% and advances grew 7,4%.

Combined building society liquid asset ratio was unchanged at 25% over 1980, but declined to 24% over the first six months of 1981.

Post Office Savings Bank

In 1980, total deposits increased 8,7%, continuing the rising trend of the previous five years. This 1980 increase was, however, comparatively lower than that experienced by the building societies. Components of this increase were savings deposits, up 9,9%, and fixed deposits, up 6,1%. This trend continued for the first half of 1981 with total deposits rising

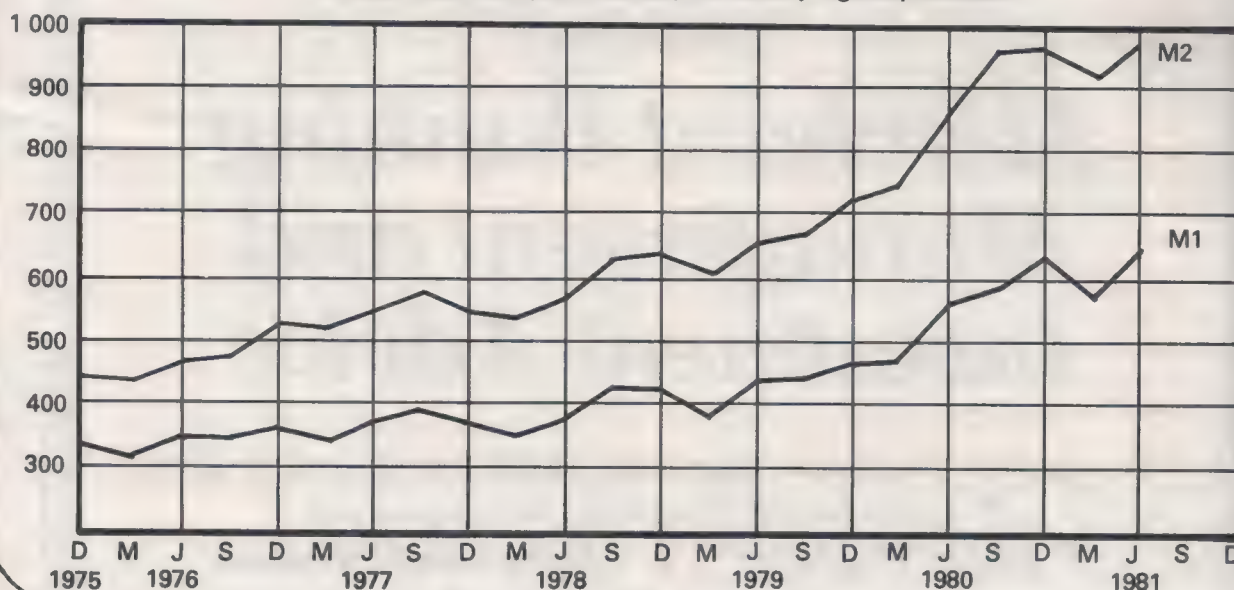
5,7% but with a reversal in emphasis (fixed deposits increased 12,6% and savings by only 2,7%). These increases have followed higher interest rates offered by the P.O.S.B. and the raising of maximum deposit levels. Tax free interest on deposits will provide further incentive to invest in the P.O.S.B. as alternative investments are sought in the wake of the capital gains tax announced in the last Budget.

Looking Ahead

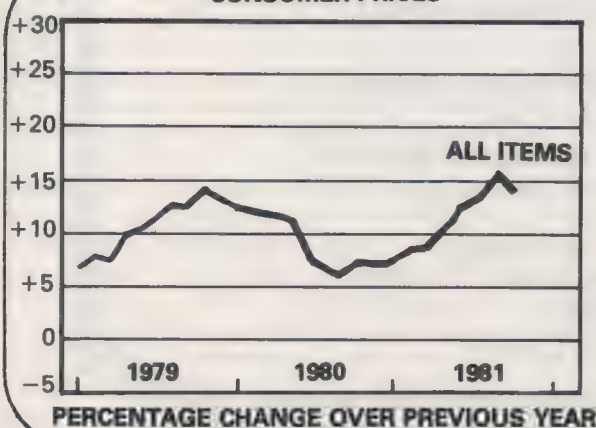
The level of liquidity in the banking system will accommodate the demands made to fund this year's bumper harvest. Notwithstanding the increases in statutory deposits placed with the Reserve Bank by commercial banks, merchant banks and finance houses announced in May, 1981, the growth in the money supply caused by increased consumer demand and government expenditure is already giving rise to an inflation rate in June, 1981 of 15,3% from June, 1980.

Indications are, however, that economic growth will be sustained in 1981, albeit at a lower level than in 1980. The Government will continue to receive credit from the banking system to aid the financing of the budget deficit and, when this is viewed in conjunction with the private sector's increasing demand for credit, the need to apply monetary controls for the restriction of domestic credit is apparent.

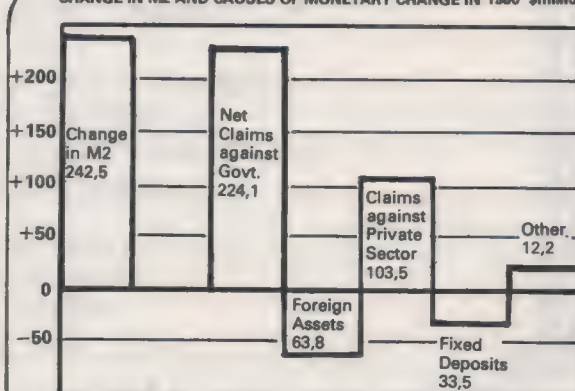
MONEY SUPPLY (M1 and M2) (Quarterly Figures) \$million



CONSUMER PRICES



CHANGE IN M2 AND CAUSES OF MONETARY CHANGE IN 1980 \$million





ZIMBABWE

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**SALISBURY: RAL House and Trustee House,
Samora Machel Avenue.**

**BULAWAYO: Charter House, Selborne Avenue,
and Sagit House, Main Street.**

RAL Merchant Bank Limited.

(Registered Accepting House)

Sagit Trust Limited.

Sagit Trust Bulawayo Limited.

BARKER, McCORMAC SALISBURY

The Banking and Financial Institutions

Zimbabwe is served by a comprehensive and well-structured financial sector, which is made up of institutions closely modelled on those found in the City of London. Regulation of the financial sector is exercised by the Reserve Bank of Zimbabwe, which carries out all the classical functions of a central bank. The Reserve Bank also exercises considerable authority through its administration of the Exchange Control Regulations, which evolved in their present form in the early years of sanctions and through which a high degree of discipline has been maintained in the economy.

The private sector banking institutions consist of the commercial banks, the merchant banks, the financial institutions, and the discount houses.

There are five commercial banks operating in Zimbabwe. They are the Standard Bank, Zimbabank, Barclays Bank Zimbabwe, Grindlays Bank and Bank of Credit and Commerce Zimbabwe. These banks have a widespread network of branches and agencies which extends to all the commercial, industrial, agricultural, and mining centres in Zimbabwe. The breadth of these services can be gauged from a brief look at the group of companies of which each commercial bank forms a part.

Within the Standard Bank group is Standard Finance, a financial institution that handles hire purchase, lease hire, and lease back business, Standard Merchant Bank, Standard Trust Limited, and, as an associate company, Sedgwick Forbes, an insurance broking company. The Zimbabank group also includes a financial institution, Scotrho, and a merchant bank, Syfrets Merchant Bank. Insurance broking services are provided by Willis Faber Syfrets, and other companies within the group are Syfrets Real Estate and Syfrets Trust and Executor. Barclays Bank Zimbabwe is the only bank which is itself registered as an insurance broker, this function being carried out by the insurance broking division. A specialist service offered by Barclays is the analysis and realisation of gold bullion. Grindlays Bank offers subsidiary services through its companies, Grindlays International Finance and Grindlays Executor and Trust Company. Additional trust and investment services are provided by von Seidel Grindlays Trust Company.

Apart from the financial institutions already mentioned in association with the commercial banks, there are a number of independent financial institutions. These are Fincor Finance Corporation, Corporate Finance and Udc Limited, which works in close association with Barclays Bank.

In addition to the merchant banks already mentioned, there are two other merchant banks. These are RAL Merchant Bank and Merchant Bank of Central Africa.

RAL Merchant Bank is a part of the Anglo American Corporation group of companies and offers, in addition to its full range of merchant banking facilities, the services of a corporate finance department and an economic intelligence department. Take-overs, mergers, capital reconstructions, new issues and the raising of development capital are among the services offered by the corporate finance department, while the economic intelligence department undertakes economic surveys and research for clients and issues regular economic information bulletins. A subsidiary within the RAL group is Sagit Holdings, which itself has a number of wholly-owned subsidiaries, including Sagit Trust, Sagit Investments and Sagit Real Estate, a property owning company. This group of companies offers a wide range of services including investment portfolio management, estate planning and administration, accounting, income tax and company administration, share transfers, property management, and property development. Property sales, management, leasing and insurance are carried out by an associate company, Knight Frank and Rutley Zimbabwe. The Sagit group also has an interest in Zimbabwe's major computer bureau, Computer Processing. Through its interest in C. T. Bowring and Associates, Zimbabwe, the RAL group can offer a full insurance broking service.

To complete the banking picture, there are two discount houses, Bard Discount House, and DCZ, The Discount Company of Zimbabwe. They assist in the proper functioning of the domestic money market, accepting money at call from other banking institutions and working as intermediaries between the Reserve Bank and the other banking organisations in maintaining or regulating the movement of funds. They assist materially in directing investments into Government Treasury Bills, Agricultural Marketing Authority Bills, short dated public sector stocks, negotiable certificates of deposit and bankers acceptances.

Other movements within the financial sector are the building societies, of which there are three, Beverley Building Society, Central Africa Building Society, and Founders Building Society, all of which are represented by branches and agencies in the main urban centres. The societies provide mortgage bond finance to private individuals, companies, and local authorities, and receive deposits on a variety of investment schemes ranging from savings deposits at call to fixed deposits of up to 60 months and permanent shares. The interest payable on mortgage bonds is at present 9,25% a year for loans in excess of \$12 000.

The Post Office Savings Bank functions as part of a statutory body, the Posts and Telecommunications Corporation, and provides tax-free interest on savings accounts and fixed deposits.

The activities of the insurance companies in Zimbabwe are controlled by the Insurance Act. As at 31st December, 1979, there were 70 companies registered, of which 27 have their head offices in South Africa, 19 in the United Kingdom and 16 in Zimbabwe.

Total assets of insurance companies amounted to Z\$602,8 million at the end of 1979, an increase of 12,1% in the year, compared with an increase of 17,7% in 1978. Investments in government and municipal securities represented the largest portion of insurance company assets in 1979, at Z\$41,6%.

We share your interest in Zimbabwe

IPCORN, since 1960, has concentrated on the establishment and growth of industrial projects in Zimbabwe. In the last twenty years, IPCORN has grown into one of the largest privately-owned development finance companies here. We are not swayed by external influences. Sound business thinking dictates our policy which is to assist industrialists to establish new projects or expand existing enterprises and from these activities to reap acceptable returns in due course.

Our approach is professional. In addition to our own resources, we have access to additional funds both locally and internationally. We undertake viability studies either singly, or in concert with interested parties and to these studies, we can bring wide local practical experience. IPCORN welcomes approaches from potential investors.

For sound advice on opportunities here and factual information on Zimbabwean conditions, contact:



General Manager, Ipcorn Limited,
6th Floor, Ottoman House, Samora Machel Avenue,
P.O. Box 134, Salisbury, Zimbabwe.
Tel: 702271. Telex 4375 RH.
Tel. Address "IPCORN"

MATTHEWMAN, BANKS AND THOLEY 9391

Pension Funds

At the end of 1980, there were 65 Pension Schemes operating in Zimbabwe as members of the Zimbabwe Association of Pension Funds. Between them, these funds catered for the needs of 243 000 contributors and the funds had accumulated assets of more than \$400 million.

Since the 1980 elections, which brought into power Zimbabwe's first African majority rule government, frequent official statements have been made in support of the pension fund movement and assurances have been given that pensions will remain remittable to beneficiaries outside the country. Soon after the new government took office, payments to pensioners living abroad started to be channelled through the commercial banking system, instead of through the Government Pension Office as before, and this meant that payments could be made to pensioners through each pension scheme's own bankers rather than through the banks formerly used by the pensioners in Zimbabwe.

A pension and provident fund act regulates the activities of all pension, provident and retirement annuity funds in Zimbabwe and, in terms of this act, more than 1 300 funds are registered. Until mid-1981, 35% of the assets of these funds had to be invested in government approved securities, but consideration is now being given to proposals that this minimum be increased to 50%.

The Agricultural Finance Corporation (AFC)

The Agricultural Finance Corporation began to function under that name in April, 1971, having taken over from the Land and Agricultural Bank of Southern Rhodesia and the Agricultural Assistance Board. The AFC's function is to provide credit to the agricultural industry, both to promote agriculture directly and to promote the development of improved access to agricultural inputs for individual farmers, co-operative groups and companies and agricultural societies. Long term loans are granted for the construction of dams, irrigation schemes and other capital projects such as roads, fencing and the purchase of the land itself. Long and medium term loans may be used for the purchase of farm equipment, machinery and livestock.

Short term loans are more typically granted to cover the costs of seed, fertilizer, fuel, labour and other running expenses, and may also be granted to meet the costs of packing, processing and storage of agricultural commodities.

Until February, 1979, the AFC was not permitted to make loans or advances to peasant farmers, but since that time an increasing number of peasant farmers have been granted access to loans in terms of a Small Farm Credit Scheme that effectively placed within the AFC's orbit of responsibility the function of another organisation, the African Loan and Development Trust. Due to the higher administrative costs and the greater risk of losses, the Small Farm Credit Scheme is subsidised and underwritten by Government.

A proportion of the AFC's loans to small farmers is made through the medium of co-operative societies and this ensures that more systematic and efficient use is made of the available credit, while participation in co-operatives helps to preserve the viability of individual small farmers.

In the six years to 1980, the Government provided the AFC with more than 80% of its financial resources, the balance having been made up by private sector funds deposited with the AFC some years ago. A change in Government policy removed the AFC's access to private sector capital in more recent years, but in July, 1981, the AFC was again permitted access to private sector funds through a tap issue of local registered bonds in multiples of \$3 000 that will be redeemed over a three-year period in three equal annual instalments. The bonds are negotiable and are approved securities for purposes of pension funds and insurance legislation.

Costs of Incorporation

The costs and expenses of incorporation of a company include:

Legal costs These vary with the complexity of the company and the minimum is approximately \$250. Larger and more complex companies entail higher legal fees.

Capital duty This is payable on the amount of the initial authorised share capital and on any subsequent increases at the rate of 12,5 cents for every \$100 of nominal capital with a minimum charge of \$40 in the case of a private company, and \$160 in the case of a public company.

Stamp duty on share certificates There is no stamp duty payable on the issue of share certificates or on share transfer forms.

THE ZIMBABWE STOCK EXCHANGE

The first Stock Exchange in Zimbabwe opened its doors very soon after the arrival of the Pioneer Column in Bulawayo. It was, however, only operative for about six years from 1896 to the end of the South African war. Other exchanges were established in Gwelo and Umtali, the former now only remembered by the name of the building which housed it. The latter, founded also in 1896, thrived on the success of local mining but, with the realisation that deposits in the area were not extensive, activity declined and it closed in 1924.

After the Second World War, a new exchange was founded in Bulawayo, and dealing started on 2nd January, 1946. A second floor was opened in Salisbury in December, 1951; and these two centres, trading by telephone, continued operating until it was decided that legislation should be enacted to govern the rights and obligations both of members of the exchange and the general investing public.

The Zimbabwe Stock Exchange Act took some five years

from the first draft until it reached the statute book in January, 1974.

The main centre of trading, together with the administration of the exchange, is in Salisbury, where the bulk of investment on the exchange takes place. The market is opened and closed daily by a call-over of listed stocks, and at this time the Bulawayo members are linked by open telephone line in order that they may participate in the making of prices. Turnover figures are kept and indices for industrial and mining stocks are calculated daily.

Sixty-three industrial and mining companies operating in Zimbabwe are listed on the Stock Exchange. Thirteen South African companies are also listed. In addition to dealing in these shares, members trade in all shares listed on the Johannesburg and London Stock Exchanges, within the limits imposed by local exchange control regulations. Brokers operating in Zimbabwe normally offer comprehensive advisory services on both the local and the South African markets.

Document Courier Services

DHL operates an international air courier service, specialising in the rapid shipment of documents and small parcels throughout the world. The company currently serves over 300 locations in 65 countries on an interlocking network basis. Our service is door-to-door, desk-to-desk (pick-up, transportation and delivery). A complete one-company system.



DHL INTERNATIONAL (PVT.) LTD.

SUITE 35, 3RD FLOOR, ST ANDREWS HOUSE,
40 SAMORA MACHEL AVE., SALISBURY.
TELEPHONE: 703738. TELEX: 4339 OR 4251

THE WORLD WIDE COURIER SERVICE



Ever conscious of the need for the rapid transportation of time-sensitive documents between the world's major commercial centres, DHL specialises in providing this unique and inexpensive service to the Zimbabwean businessman. The speed and reliability of the service offered, coupled with the expertise gained over some ten years' continuous service to the business communities of the world, may have a definite place in furthering the efficiency of the current system of international office communications.

The great majority of DHL consignments are accompanied by an on-board courier — ensuring that shipments travel as top priority passenger baggage. Freight systems are utilised on certain sectors — but only where special arrangements have been made to safeguard speed and reliability.

What can DHL carry?
DHL's "Document Courier Service"

carries only business-related documents and data having no commercial or saleable value. This includes banking and shipping documents; engineering and construction plans; specifications and reports; invoices and orders; audit and accounting data; insurance papers; legal documents; and general inter-office business papers and documentation. Items of a personal or non-business nature are not acceptable.

Shipment records and procedures

DHL automatically monitors every piece consigned within its courier network. The pick-up is logged and manifested, despatched and met by DHL personnel, re-checked against the manifest and delivered against the consignee's signature, with date and time of receipt. Under this system, clients can be confident that their individual consignment is securely controlled door-to-door.

Standard Bank

As Zimbabwe steadily consolidates her position as a major force in independent Africa, the Standard Bank group is well placed to play a leading role in the new state's development.

The Standard Bank is the largest commercial bank in the country, with assets and liabilities of Z\$400 million and a network of more than 50 branches and offices covering 23 cities and towns throughout the country.

At the same time, specialist services are provided in the merchant banking field and in the leasing and hire purchase fields by wholly-owned subsidiaries, Standard Merchant Bank Zimbabwe Limited and Standard Finance Limited.

The bank also has a minority shareholding in an insurance broking company with international connections, Sedgwick Forbes (Africa) (Private) Limited.

But perhaps the bank's most valuable asset for new ventures in Zimbabwe as well as for local businessmen establishing new trade links with the rest of the world is that the Standard Bank is part of the Standard Chartered Bank group, which has more than 1 500 offices of subsidiary and associated companies in 60 countries in Europe, the Americas, Africa, the Middle East and Asia.

The Standard Bank in Zimbabwe is equipped to provide the fullest banking and financial services; and its international connections will be vital in building up the two-way trade that will inevitably follow Zimbabwe's international acceptance, new diplomatic contacts, associate membership of the European Economic Community and full membership of the Southern African Development Co-ordination Committee.

As the first commercial bank to establish a branch in the new country in July, 1892, the Standard Bank celebrates its 90th anniversary of service to the community and the state in 1982.



The old and the new: Salisbury Branch, the oldest one in the country, sports the new logo identifying the Bank with the international Standard Chartered group

The accumulated knowledge and experience of trade and business in this part of Africa is available to all who wish to do business with Zimbabwe.

The bank's Corporate Business Department was among the first to establish a general line of credit for Zimbabwean importers, and it has advised travelling executives of business techniques and opportunities in the four corners of the world.

Reports can be prepared for exporters on the creditworthiness of prospective customers; information on documentation and exchange control regulations is

readily available. Contacts may be arranged within Zimbabwe, or elsewhere in the world.

Visitors to Zimbabwe to assess business opportunities may seek information and advice on planning their itinerary, guidance on the establishment of new companies or subsidiaries, and letters of introduction.

With its unique contact with every facet of Zimbabwe's trade and economy, The Standard Bank Limited is confident of the country's future prosperity and development. The bank will play its part in this advancement to the full.

The Standard Bank's Stanley Avenue East Branch, in Salisbury, is in Alexander House, named after the first Chairman of the Board





IN SERVICE OF ZIMBABWE AND ITS PEOPLE

It is a matter of great Honour and Privilege to announce the opening of
BANK OF CREDIT AND COMMERCE ZIMBABWE LTD.
Registered Commercial Bank

BCCZ is a joint venture between BCCI and the Government of Zimbabwe, the first such bank after Independence. The new bank is a member of BCC Group which has offices in 46 countries. Its capital funds exceed US\$ 291 Million and the assets US\$ 5 300 Million. Our emphasis will be on service – better service in Zimbabwe, in Africa, around the world.



BANK OF CREDIT AND COMMERCE ZIMBABWE LTD.
IN SERVICE OF ZIMBABWE AND ITS PEOPLE.
Head Office: 60 Union Avenue, P.O. Box 3313, Salisbury
Telephone : 794695 Telex: 4245 BCC ZW



Third World Bank opens in Salisbury

The first Third World bank to invest in this country, Bank of Credit and Commerce Zimbabwe Ltd., opened its doors to customers in Salisbury in July, 1981.

BCCZ is 53 per cent owned by Bank of Credit and Commerce International, of Luxembourg. The Government holds the remaining 47 per cent of the bank's \$6 million authorised capital.

BCCZ has international assets worth \$3,8 billion, and its capital base has increased from \$1,8 million to \$160 million in eight years.

A spokesman for the bank said it will work closely with national policy and is interested in all sectors of the economy.

The company's policy is to establish a deposit base and initially look at the needs of medium-sized industry and agriculture. It also hopes to promote the image of being the bank for the man-in-the-street.

BCCZ started in 1972 with offices in London, Luxembourg and Abu Dhabi. Drawing upon the financial resources of the Middle East oil sheikhs, the aim was to establish a bank to cater for the expanding markets of the Third World.

It now has offices in 45 countries of which 17 are in Africa. The spokesman said: "The Bank has recognised the changing trade links between Third World countries. We believe Zimbabwe has an important part to play in this area."

Southern African regional trade will be co-ordinated by the office in Salisbury. There are branches in Swaziland and Kenya. Two branches are to be opened soon in Zambia.

It is intended to open a branch in Bulawayo as soon as possible, and this will be followed by offices in the other major centres. All branches will have on-line facilities.

When establishing itself in a country, the bank sends in a select senior management team to begin operations. This nucleus then recruits staff from within the country to form an "in-house team".

Training is done in the country, but the group also runs management courses at academies in London and Karachi.

The Chairman of BCCZ is Mr. E. D. Chiura, and his Managing Director is Mr. E. A. Garda. The following are directors: Mr. S. Mhaka, Mr. W. Parker, Mr. P. F. Gutta, Mr. I. Rizvi and Mr. P. C. Twitchin.

Subsidiaries

Bank of Credit & Commerce International S.A., Luxembourg.

Bank of Credit & Commerce International (Overseas) Ltd., George Town, Grand Cayman.

Bank of Credit & Commerce International (Lebanon) S.A.L., Beirut, Lebanon.

Bank of Credit & Commerce International (Swaziland) Ltd., Manzini, Swaziland.

Banque de Commerce et de Placements S.A., Geneva, Switzerland.

Hong Kong Metropolitan Bank Ltd., Hong Kong.

Bank of Credit & Commerce (Zambia) Ltd., Lusaka, Zambia.

Bank of Credit & Commerce Zimbabwe Ltd., Salisbury, Zimbabwe.

Credit and Finance Corporation Ltd., George Town, Grand Cayman.

BCCI Finance International Ltd., Hong Kong.

Affiliates

Bank of Credit & Commerce International (Nigeria) Ltd., Lagos, Nigeria.

KIFCO — Kuwait International Finance Co., S.A.K., Safat, Kuwait.

National Bank of Oman Ltd., (S.A.O.) Muscat, Sultanate of Oman.

Premier Bank Ltd., Accra, Ghana.

Bank of Credit & Commerce (Misr) S.A.E., Cairo, Egypt.

BCCI Canada, Inc., Toronto, Canada.

The Prime Minister of Zimbabwe at the opening of the new Bank of Credit & Commerce in Salisbury



Barclays is at home.



Even in the Canefields of Triangle

When Triangle Limited embarked upon a multi-million dollar expansion project comprising extensions to their crushing and milling plant, they spoke to Barclays Bank Corporate Finance Division. Barclays arranged and provided the export credit loan which paved the way to this vital dynamic project.

And that's the way it is with all aspects of corporate finance. Barclays is at home with each and

every one of them. Company structures, mergers and acquisitions. Acceptance credits, provision of medium term loans. And Barclays will help you build bridges in Euro-currencies and with export credit schemes.

Barclays is at home with all Corporate Finance matters. See Barclays first and broaden your horizons.

Barclays. The home of banking.





BARCLAYS

Barclays Bank was established by Royal Charter in 1836 as the Colonial Bank to operate, at that time, mainly in the West Indies. Recognition of trade within the Commonwealth led to a merger under the Colonial Bank Act in 1925 with the National Bank of South Africa and the Anglo Egyptian Bank to form Barclays Bank (Dominion, Colonial and Overseas) which later changed its name to Barclays Bank D.C.O.

In more recent years Barclays Bank D.C.O. and Barclays Bank Limited greatly expanded their fields of activity, and the possibility of a conflict of interests arising became increasingly evident. To avoid duplication of effort, it also became essential to rationalise the foreign and international business of the group to ensure the maintenance of growth and an increase in profitability.

With this objective in view, Barclays Bank D.C.O. amalgamated with the Foreign Branches of Barclays Bank Limited on 1st October, 1971, to form one of the largest international banking groups in the world, making possible the concentration of all foreign and international business under one operational company. To reflect this wider scope of operations, the name of Barclays Bank D.C.O. was then changed to Barclays Bank International Limited.

The Bank of Africa Limited opened an office in Salisbury in the then Southern Rhodesia in 1895 and this bank was taken into the Barclays fold in 1912. On 1st June, 1981, in keeping with group policy, the assets and business of Barclays Bank International Limited in Zimbabwe were transferred to a locally incorporated company, Barclays Bank of Zimbabwe



Barclays Bank Head Office, First Street, Salisbury

Limited, a wholly owned subsidiary of Barclays Bank International Limited in the United Kingdom.

Barclays in Zimbabwe, through its world-wide group network, is thus placed in a position in international banking of being able to offer more diverse and unrivalled services both to the individual and to the largest of multinational companies.

In Zimbabwe, the benefits to the public have become increasingly evident as the bank is able to incorporate the most modern methods in banking and to take advantage of information gained from the group's world-wide network.

Barclays has for many years also provided a wide range of services through its Trustee branches in Salisbury, Bulawayo and Gwelo, not only estate and trustee administration and wills, but estate planning, investment management services and mortgage bond participation investments. To establish wider and more efficient operations in this field, Barclays Bank International Executor and Trust Company (Pvt) Limited was registered in January, 1972, with this name being changed to Barclaytrust (Pvt) Limited in 1981.

Barclays has been closely associated with the mining industry for many years and is the only commercial bank in Zimbabwe that can realise gold bullion.

With its Bullion and Chemical Analysis Division laboratories in Salisbury and Bulawayo, Barclays is the only commercial bank in this country that can carry out gold and mineral analysis. Having the most sophisticated

equipment, including atomic absorption spectrophotometers, the laboratories are able to provide a chemical analysis service and geochemically analyse soil samples taken from Exclusive Prospecting Orders. Arrangements to provide these services can be made through any branch of the bank.

Barclays Marketing Division, based in Salisbury, will obtain for the manufacturer, importer and exporter confidential information on the financial standing of companies, firms or individuals in Zimbabwe and overseas. In its truly international context, Barclays is particularly well equipped to provide this service and by the same token is well placed to handle enquiries regarding potential overseas markets and sources of supply or demand.

Backed by world-wide representation, the bank is extremely well placed to finance imports and exports both to safeguard all the parties concerned and to ensure immediate payment once the contract is fulfilled.

With the return of Zimbabwe to the international community, Barclays was quick to realise the need for a specialised division to assist in the development of the infrastructure of the country, and to this end formed a Corporate Finance Division based in Salisbury. This division is able to give advice on company mergers and acquisition, provide Acceptance Credit and medium term finance for commerce and industry, and is well placed to arrange overseas finance in Euro-currencies and through Export Credit Schemes.



From Livingstone House we can see the world.

We take the view that international trade—export and import—requires international expertise. For all merchant bank services; Acceptances Credit Facilities, Letters of Credit, Documentary Collections, Foreign Exchange, New Shares Issues, Reconstructions, Mergers, etc.

MERCHANT BANK OF CENTRAL AFRICA LIMITED

Registered Acceptance House established in 1956

Shareholder Banks include
Hill Samuel and Co. Ltd., and NM Rothschild and Sons Ltd.,
and through

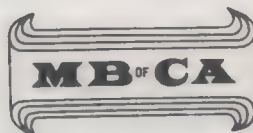
Société Financière pour les Pays d'Outre - Mer, Bank of America NT and SA, Banque Bruxelles Lambert S.A.,
Banque Nationale de Paris S.A., Dresdner Bank A.G. Correspondent banks throughout the world.



P.O. BOX 3200, LIVINGSTONE HOUSE, SAMORA MACHEL AVE., SALISBURY, ZIMBABWE. TELEPHONE: 703211; TELEX: 4258; TELEGRAMS: "MERBANK".

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MERCHANT BANK OF CENTRAL AFRICA LIMITED



The Merchant Bank of Central Africa Limited, which has been associated with the country for 25 years, achieved two outstanding firsts in 1981 — which confirmed the bank as a front runner in corporate and major project finance.

In January, the Merchant Bank successfully negotiated the first general purpose line of credit backed by the United Kingdom Export Credits Guarantee Department to Zimbabwe to the value of £2 million (approximately Z\$3 million) covering the importation of United Kingdom capital goods. It assisted major and smaller enterprises alike. One of the many transactions financed under this line of credit was the importation of 56 combine harvesters urgently needed to assist in harvesting this year's bumper maize crop — thus greatly benefiting the country.

Within four months, the Merchant Bank was involved in yet another first — this time a general purpose line of credit for Zimbabwean industrialists from the Americans. It was a medium term line, guaranteed by the Export Import Bank of the United States of America, arranged by Equator Bank Limited of Hartford, Connecticut, in favour of the Merchant Bank. A unique feature of it was that it was the first EXIM Bank loan guarantee in a currency other than the US\$. It was, in fact, in Swiss francs, in order to take advantage of much lower interest rates payable in that currency compared with other world currencies.

Mr C. W. M. ('Mac') Kirkpatrick, Managing Director of the Merchant Bank, said at the time that he was delighted to be able to offer the facility to Zimbabwean industrialists, complementing, as it did, its EGCD backed line of credit. Similarly, SFOM's (Societe Financiere Pour Les Pays d'outre-Mer) subsidiaries have consistently provided medium term loans to the bank which have assisted importers to finance machinery and other essential goods at competitive rates from all over the world.



Merchant Bank of Central Africa Limited maintain daily contact with the international banking world. Managing Director, Mac Kirkpatrick, is pictured with Colin Rutt, a Director of the London bankers, Hill Samuel, during a visit by Mr. Rutt

The bank is the most internationally represented in Zimbabwe, having the following banking shareholders:

Hill Samuel and Company Limited	— UK
N. M. Rothschild and Sons Limited	— UK
Societe Financiere Pour les Pays d'outre-Mer	— Paris
SFOM is a consortium bank	and Geneva
whose shareholders are:	
Bank America	— USA
Banque Bruxelles Lambert SA	— Belgium
Banque Nationale de Paris	— France
Dresdner Bank AG	— West Germany
Banque Rothschild	— France
Mediobanca — Banca di Credito Finanziario	— Italy

Other significant shareholders are:

Amax Inc.	— USA
Tanks Investments (Zimbabwe) Limited	— Zimbabwe

Individually, the executives of Merchant Bank of Central Africa Limited have also long connections with the country.

Mr. Kirkpatrick has been in the region for more than 20 years; and in the senior management team are Mr. Frank Read (General Manager) who has been 17 years with the bank; Mr. Henry Brits, Assistant General Manager, who has notched up 20 years with the bank; and Mr. John Bloomfield, the Secretary, who has been with the bank for 11 years. Since they have been involved also with the international banking scene, they offer the best of both worlds — latest banking opinion and trends, and a sound knowledge of local affairs.



A 'Train the Trainer' Course in session

A 'Selling on the Telephone' Course in progress



focus on success

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sound management is the motivating power behind every business enterprise and the difference between success and failure. Strengthen your management by training your management staff and potential managers and supervisors.

ZIMBABWE INSTITUTE OF MANAGEMENT

HEAD OFFICE: 7th FLOOR, ISLIP HOUSE, SAMORA MACHEL AVENUE, P.O. BOX 3733, SALISBURY TEL.705291/2.



The Zimbabwe Institute of Management is the major national development body — independent, non-political, non-racial and non-profit making. Management training is essential in all spheres of commercial and industrial activity, in agriculture, mining, central and local Government and in the Armed Forces and Police and the Institute leads the way in the provision of well-tested management training courses and seminars, including in-company training programmes tailored to suit the requirements of any organisation. Its aims are to improve the standard of management throughout the country, to build up a reservoir of knowledge of managerial skills and techniques which will be of lasting benefit to the country's managers and to promote the interchange of information and ideas.

Twenty Years' Experience

ZIM has had over 20 years experience of helping to make better managers and maintains close liaison with other business professional bodies through the Association of Management Institutes in which ZIM plays a leading role. Co-operative training arrangements have been set up with the University of Zimbabwe, Salisbury Polytechnic and Bulawayo Technical College and the Diploma in Management Studies is sponsored jointly by ZIM and the Ministry of Manpower Planning and Development at Salisbury Polytechnic.

ZIM maintains close links with management organisations in other countries including the American Management Association, the British Institute of Management, the National Development and Management Foundation, and are seeking co-operation with other African management organisations.

ZIM has over 170 collective subscribers, including many of the country's largest industrial and commercial organisations (and

Government) and individual membership stands at present at over 2 000 and is climbing steadily.

Any organisation or any individual can apply for membership of ZIM.

Head Office is located in Salisbury and branches are active in all the main centres including Salisbury, Bulawayo, Umtali, Gwelo and Que Que/Redcliff.

ZIM's New Look

Although ZIM's history shows a steady growth and progression, it has only in recent years developed a more dynamic image and taken its place on the national stage as an organisation of some consequence in national development. Consequently, ZIM is now poised to fulfil its role in support of the training system which the new Government is seeking to implement.

Membership Grades

It is recognised nowadays that management is a profession, with a body of knowledge which can be taught. Yet most people would also recognise the inequity of restricting membership of the profession solely to those persons who have attained a prescribed level of academic achievement. Membership grades, designed to cater both for the person who has the necessary academic background and for those managers who have reached, or will reach, higher managerial status by reason of their practical and demonstrated abilities, have been established. In essence, four basic working grades form the backbone of the Institute:-

Fellow

Academic qualifications plus ten years acceptable managerial responsibility and the last three years in a senior position
OR

Fifteen years acceptable managerial responsibility and the last three years in a senior position. (Applications for fellowship will only be accepted from persons who have been members of ZIM for at least three years.)

Member

Academic qualification plus five years acceptable managerial responsibility
OR

An acceptable thesis plus five years acceptable managerial responsibility
OR

Ten years acceptable managerial responsibility.

Licentiate

Academic qualification but not yet having sufficient managerial experience

to qualify for corporate membership.

Affiliate

Basically for the junior manager and student grade. Special provision has been made for Collective Subscribers by the creation of the grade of Associate for those nominees who do not wish to apply for higher grades.

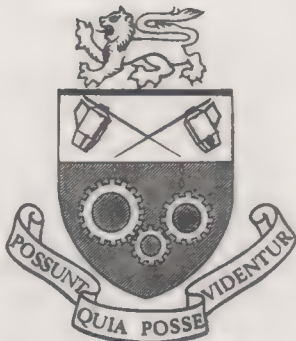
Training and Development

Training and Development activities are kept in constant review to meet the needs of collective subscribers and corporate members and to ensure that ZIM is ready and able to cope with any expansion of commerce and industry consequent upon the recent political changes in Zimbabwe.

In recent months, the training of supervisors and junior managers has been greatly expanded to cater for the large numbers of Black Zimbabweans now coming forward for this type of training. It should be noted that management training is no longer centred on "talk and chalk" but includes group and syndicate discussions, problem solving, case studies, role playing, project work, in-basket exercises and management games, and caters for all age groups and all levels. Plans are well advanced to acquire closed circuit television (CCTV) equipment for use in these activities. Courses are run on a full or part time basis by the training staff, members or external lecturers and overseas experts are invited to run specific "technique" seminars for top management. Branch Executive Committees organise their own training schemes using local expertise in the provision of course leaders.

ZIM assists in the development of courses and seminars for collective subscribers in cases where such firms do not have their own training organisations and many large firms, with their own in-company training arrangements, also support the Institute because of their desire to give their managers the benefits of ZIM membership and to uphold the standard of management throughout the country.

The Institute brings to Zimbabwe knowledge of the latest skills and techniques from all parts of the world including the provision of many journals and magazines and training films. Full use is made of films and audio-visual presentation in our well-appointed conference rooms, and our well-stocked library, management information centre and film library are provided for the use of members.



Our Service to Industry

Our object is to foster economic expansion on sound business lines by assisting private enterprise in the financing of new and existing industrial projects. Interested industrialists are invited to contact us. Assistance is tailor-made to individual requirements.

Industrial Development Corporation of Zimbabwe Ltd

93 Park Lane, Salisbury
PO Box 8531, Causeway

Telephone 706971 Telex 4-409 RH

Industrial development

Corporation
OF ZIMBABWE LIMITED

Planning an industry is more than just a matter of technical know-how and machinery. It involves also:

- an assessment of the market;
- a study of location;
- availability of suitable land and buildings;
- continuing sources of raw material;
- wages rates and regulations;
- costs of water, power, transport and other utilities;
- financial and business management;
- questions of company formation and the Companies and Tax Acts.

To the average industrialist, these are areas that require special, and often outside, impartial examination. This is where the IDC can help when it comes to planning an industry in Zimbabwe. Much of the information for almost any project is already available and only needs up-dating and applying to particular circumstances.

Background to the IDC

Set up by the Government in 1963, the IDC's main shareholder is the Government (80%), with the balance of its share capital being provided by the private sector. It operates as an independent organisation. Its specific function is to provide financial assistance for new industries and for the expansion or rationalisation of existing industries.

How it works

One of the IDC's important tasks is to study and implement projects which will process further, and thereby increase the value of, primary products already being produced for export. It also seeks economically viable projects for the production of goods as import replacements.

The policy of the IDC ensures that no industrial project, however small it may be, is precluded from assistance, so long as it is likely to be profitable under normal competitive conditions. IDC finance may take the form of medium or long term loans, and investments are also made by way of shares. There is no set formula. The funding of each project is dealt with individually, and the finance required and repayment terms are tailor-made to suit the project.

Normally, IDC limits its participation to a minority interest. Thus it does not undertake day-to-day management responsibilities, but is always prepared, when requested, to assist the management of those concerns in which it has investments, in finding solutions to any problems.



Write, telephone or call at IDC's offices. After a preliminary discussion, IDC's staff will indicate whether more detailed study is worthwhile, in which event searching scrutiny will take place and all aspects of the project will be examined.

This makes possible the preparation of comprehensive profit and capital budgets. If forecasts indicate profitability, the funding of the capital requirements becomes the final exercise. In the case of smaller projects, the additional funds required may be met entirely in the form of a loan from the IDC. In the larger projects, all sources of finance available from the local money market are considered, and the IDC has specialised skill in mobilising funds from the private sector for major industrial undertakings.

During the past year IDC has entered into credit agreements with a British bank and a French bank. Under these arrangements, medium term credit facilities at moderate rates of interest can be provided for the purchase of British and French capital equipment by Zimbabwean industrialists.

Naturally, there are some basic facts that IDC likes to have in the initial examination of a project. The main headings and sub-headings are listed below as a guide:

- | | |
|---------------|---|
| 1. Outline | — Summary of contemplated project development.
— Funding (including amount sought from IDC). |
| 2. Capital | — Ownership and financial structure.
— Management and organisation. |
| 3. Marketing | — Details of product.
— Size and composition of market.
— Method of distribution.
— Prices, discounts and terms of sale.
— Competition. |
| 4. Production | — Land and buildings.
— Plant and equipment.
— Raw materials.
— Production methods.
— Labour requirements. |
| 5. Financial | — Past balance sheets and/or capital budget.
— Past profit and loss accounts.
— Profit and cash forecasts. |



The IDC is no newcomer to the field. It has already helped in the planning and establishment of industries in the fields of —

- | | |
|-------------------------------|---|
| Chemical manufacture | Quarrying |
| Clothing and footwear | Rubber and plastics products |
| Coated abrasives | Spinning, weaving, knitting and finishing of textiles |
| Engineering | Transport equipment |
| Film processing | Transport storage and communication |
| Financial services | |
| Furniture | |
| Mining | |
| Motor assembly | |
| Non-metallic mineral products | |
| Paper and printing | |

The IDC can bring its experience to bear on your problems.

THE WANG VS

**The simple and sophisticated
family of computer systems.**



Progress with our
expanding customer base

Marketed in Zimbabwe by

**ELECTRONIC DATA PROCESSING EQUIPMENT (PVT)
LTD.**

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WANG

Making the world more productive.

WANG



Mr John Tipler, Managing Director
of the Computer Processing Group

The Computer Processing Group of companies has made remarkable progress since Independence, particularly in its marketing of the Wang range of mini-computers. The group now operates in Salisbury, Bulawayo and Gwelo. It offers a total service to clients, including the installation and maintenance of machines, the provision of tailored software packages to meet the

specific needs of users, an experienced consultancy service, and on-the-spot training for new users of Wang machines.

The success of the Wang range of computers and office systems is evident in the wide demand for these. To date, 18 machines have been supplied throughout Zimbabwe and are presently being used in the fields of health, education, government, agriculture, mining, industry, manufacturing, commerce and banking. Internationally-known clients are Bata, Rhodall, RAL Merchant Bank, and Central African Cables, among others. Two municipalities, Gwelo and Fort Victoria, have also installed machines, as has the Ministry of Works in Salisbury.

Much of the group's success is owed to its unique Integrated Accounting System (IAS), developed in Zimbabwe over three years at a cost of \$300 000, and now marketed both locally and internationally. This fully-integrated software system consists of a suite of packages that provide a modular approach to the handling of all the main accounting functions of an organization.

IAS consists of the modules listed below, which can be used individually as a simple "stand alone" system, or linked together to provide a sophisticated

integrated system, tuned to the user's specific needs:

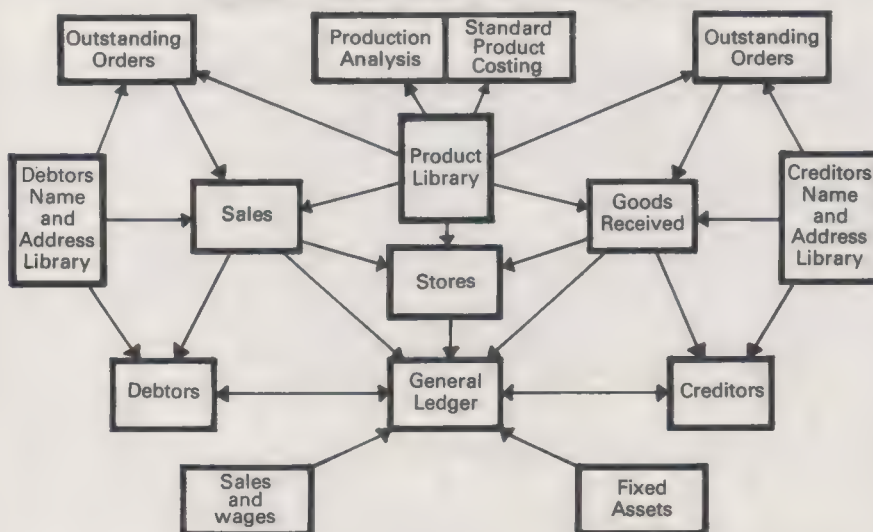
- Name and Address Library
- Product Library
- Outstanding Orders
- Sales
- Debtors
- Goods Received
- Creditors
- Stores
- Production Analysis
- General Ledger
- Fixed Assets
- Salaries and Wages

All modules are portable. Each module has been developed in a sub-set of standard ANSI COBAL and can operate in 32K bytes of core. This means that a user can run any of the modules on his own equipment, provided he has a minimum 32K of core, a standard COBAL compiler and sufficient file storage to hold his own data files. This modular approach offers the user certain advantages:

1. Each module performs a well-defined function and therefore is easy to understand and simple to use.
2. Each module provides a wide range of facilities. For example, the Debtors module will handle instalment accounts, rental accounts and bills, as well as open accounts, thus providing the user with a selection of facilities which he can programme to solve his particular processing problem.
3. To cope with on-going expansion, each module is open-ended. Expansion can be achieved without destroying the structure, flexibility or simplicity of the modules.
4. Each module is supported by a library, which is tuned to the user's specific requirements. By this means the user "drives" the system and is able to adjust the options and parameters of the module to meet his changing requirements, thereby avoiding many of the costs and delays traditionally associated with programming changes.
5. Each module is logically integrated with the other modules. A user, therefore, can implement one or more modules at a time and grow into the system at his own rate.

The architect of the IAS software is the present Managing Director of the Computer Processing group, Mr. John Tipler, who has had 17 years' experience in the computer field. He is a past President of the Computer Society of Zimbabwe.

INTEGRATED ACCOUNTING SYSTEM





EXPORT CREDIT INSURANCE

Following the removal of sanctions and the normalisation of trade links, many of Zimbabwe's exporters tended to assume that the risks affecting the payment of their export accounts would be minimal. Unfortunately, it is this indifference towards the many risks which exporters world-wide face that has cost them many millions in vital foreign currency.

Recent events in the Middle East and many Third World countries, coupled with the depressed state of the economics of a number of the industrialised nations, have emphasized the role played by the export credit insurance schemes available in many countries.

The shattering effect of the First World War on the economics of most countries brought about the formation, in 1919, of the Exports Credits Guarantee Department in the United Kingdom. ECGD is generally regarded as the forerunner of many similar schemes which have been formed in the developed countries, and was a founder member of the Berne Union (The International Union of Credit and Investment Insurers) which was established in 1934.

The Union's objective is to act as a forum to ensure that discipline in terms of credit for international trade is maintained. With 35 members from 26 countries, the Union is well placed to curb the excess of competition in international trade, particularly in respect of contracts under negotiation.

Individual credit insurers provide a range of facilities which insure exporters against non-payment due to political and commercial risks prevalent world-wide.

In essence, Credit Insurance is protection against losses incurred as a result of the non-payment of an export account arising from a set of defined circumstances. The cause of loss can emanate from commercial default or more complex political occurrences which frustrate either payment from, or the delivery of goods to, the buyer.

The value of the indemnity to exporters is amply illustrated by the fact that one European Credit Insurer recently entertained 8 000 claims valued at approximately \$200 million. Claims of this magnitude could not normally be met by a single credit insurance organisation, and therefore in most countries the political risks are reinsured with the Government, whilst commercial risks are reinsured in the Commercial Reinsurance Market.

Due to the specialised nature of an Export Credit Insurance

scheme, it is usual that only one company administers the facilities in each country.

Since early 1966, Export Credit Insurance Corporation (ECIC) backed by the leading Banks and Insurance Companies in this country have offered a scheme to the local entrepreneur; and proof of its value lies in the fact that, during last year, \$259 million-worth of exports to 82 countries were insured. ECIC's comprehensive range of policies can be tailor-made within limits to meet the need of the country's diverse products and industries, and can cover both short and medium term transactions.

Usually exporters are covered by either All Markets or Selected Markets Policies. As the name implies, the client can elect to offer all his markets, or he can choose to exclude certain countries from cover.

To accommodate certain circumstances, ECIC are able to offer a Transit Policy to cover goods against political risks whilst in transit. These risks are not normally covered under a Marine Insurance Policy.

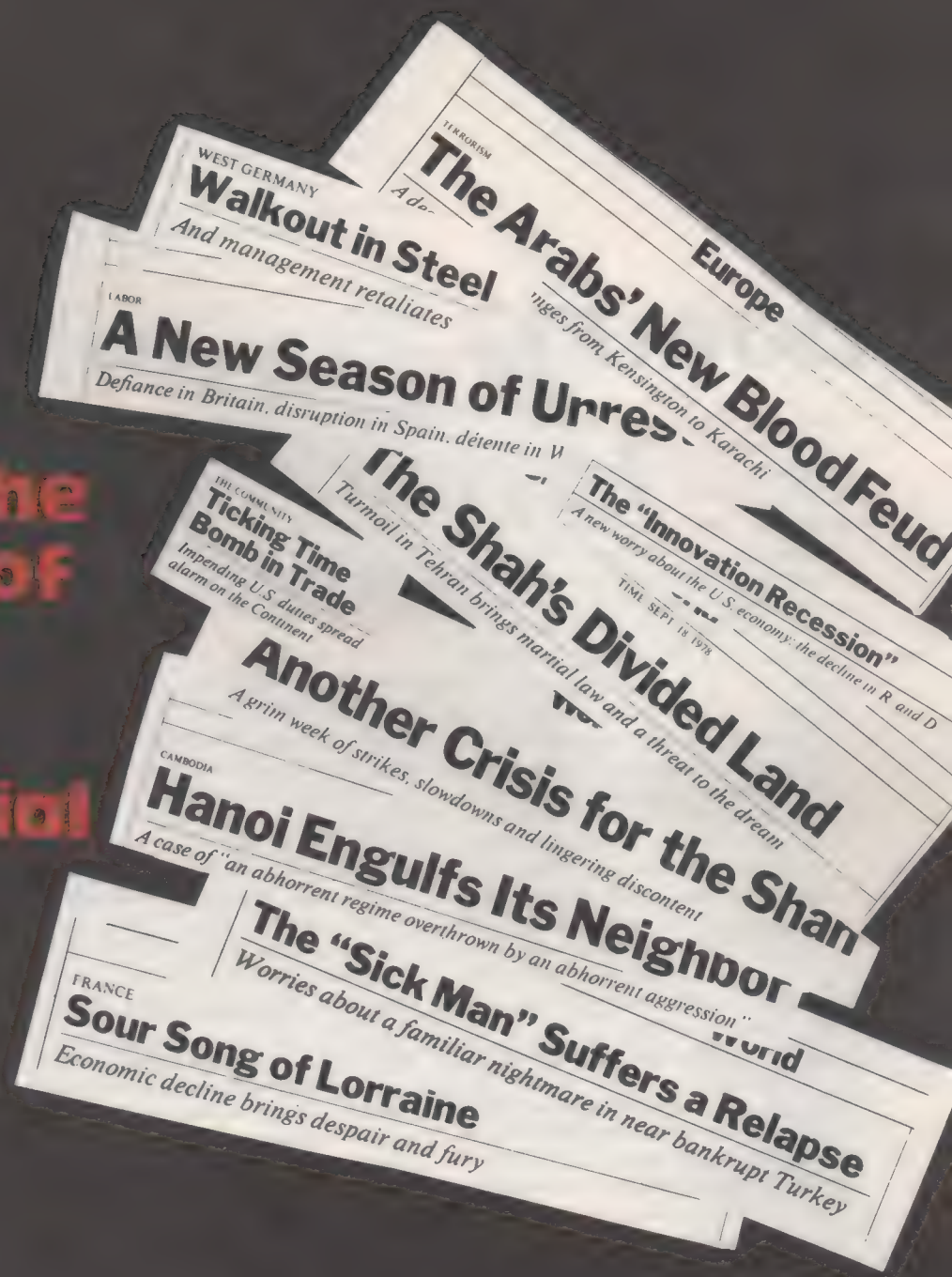
Zimbabwe's advanced secondary industry has generated a demand from its neighbours for capital goods and the services of specialised organisations providing planning and design services. Since these projects are normally of a medium to long term nature, the Corporation can offer cover under its Contract Policies. Cover can be granted for the pre-shipment period which often involves large sums in initial capital outlay, while the normal post-shipment cover would become operative once deliveries commence.

In addition to the actual insurance cover, the Corporation's policies have supplementary advantages. The financial standing of buyers world-wide can be discreetly investigated, and overdue accounts can be collected at little cost to the policyholder. Furthermore, clients are often afforded sympathetic consideration from financial institutions when seeking facilities, since a Credit Insurance Policy can be ceded as collateral against borrowing.

Entry to the Berne Union will also provide the Corporation with invaluable access to credit information on a global scale.

While insurance of this nature is not a panacea against every payment loss, it can nevertheless play a vital role in protecting a company's export accounts receivable — which in many cases amounts to the largest single asset in its books.

Are your
exports
running the
gauntlet of
political
and
commercial
risks
such as
these?



DON'T TAKE CHANCES, INSURE WITH E.C.I.C.



Our Credit Insurance Policies provide for the discreet investigation of foreign buyers, insurance against loss resulting from political and commercial default and the collection of overdue accounts. E.C.I.C. can tailor a policy to meet your requirements.

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INSURANCE**

CORPORATION
LTD

8th FLOOR BURROUGHS HOUSE GORDON AVE. SALISBURY P.O. BOX 1085 GRAMS 'EXSUR' TELEX RH4424 TELEPHONE 700931

Bowring

It all began nearly two centuries ago with a small business in Exeter in the street depicted in the advertisement shown on the page opposite, and later the scene moved to Newfoundland and then to London, thus very early establishing the international and diversified character of the Bowring organisation, now world-wide — operating in over 80 countries — as a member of the Marsh & McLellan Group.

Zimbabwe

In this brief article the main interest lies in Zimbabwe, where the Bowring group has been serving Commerce and Industry — and the individual — as Insurance Brokers for some 30 years, having offices in Salisbury, Bulawayo, Umtali and Gwelo. Over these years, with the steady development of its operation, Bowring has built a depth of experience and expertise that is second to none and unrivalled rapport with the Insurance and Assurance markets.

Since Bowring first began in business in Zimbabwe, it has gained an unequalled reputation acknowledged throughout the insurance industry. As innovators of the Insurance and Risk Management techniques necessary to protect lives and assets from today's evermore complex and unprecedented risks, Bowring offer a service to all their clients which provides:

Five Basics of Protection

Identification of your exposure to Risk. Design of an appropriate Insurance Programme. Recommendation of the right Insurers to provide the necessary Covers. Assurance that your protection is kept up-to-date at all times. The certainty of the best loss settlement to which you are entitled.

Continuity

This service is in no way a 'one off' exercise, and the Broker is available at all times during the Insurance Year for any consultation you, as the client, may feel is required — possibly through a change in the circumstances in your organisation; or it could be some incident which may lead to some form of liability incurred by you; or it could be some misadventure

which may lead to an insurance claim.

Close Client Relationships

This brings us to the most vital factor contributing to Bowring's successful service — its ability to achieve a complete and detailed understanding not only of its client's insurance problems, but of the relationship of those problems to his overall business. Bowring experts work with the client to assess the risks inherent in the particular business and only then make the most cost effective recommendations. It is this ability to "live with" the client, his business and his problems that make the Broker's services so effective and so essential to the modern-day businessman.

As a result of these close relationships, Bowring has over the years become fully acquainted with the problems and processes involved in a wide variety of industries.

The catalogue of these clients resembles an almanac of the Commerce and Industry of Zimbabwe.

World-wide and Local Services

Each office in the Bowring network operates with a great degree of autonomy and yet strives to provide a quality of service that is universal in nature. All offices work in their local insurance markets but, when needed, have access to the central skills of Bowring in Zimbabwe and, further, in London, and their link with the resources of Lloyds and world insurance and re-insurance markets.

Risk Management and Loss Control

This is a major aspect of Bowring services and is thus deserving of a little clearer definition. Risk Management is a management technique which may be defined as the formal — Identification and measurement, Economic Control, and Financing — of risks that threaten a company's assets and earnings. It is formal in the sense that information and decisions are recorded and results are monitored.

Identification and measurement is concerned with the probability and frequency and the severity of a loss, and economic control means that the suggested control measures are worth while relative to their cost. Financing of course means the cost of providing for those risks which remain despite control measures put into force. These will include self-financing and insurance.

Over the years in the course of implementing their surveys, Risk Management or Risk Improvement teams have uncovered serious fire risks, thefts, security hazards and a number of other areas of short-odds and long-odds risks involving potential loss, some of

them previously unknown to the clients; and in every case corrective action has been swift and the possibility of substantial or immeasurable loss, either direct or through an interruption to a business stemming from physical damage, has been averted.

Employee Benefits

A comparatively new development — once again pioneered by Bowring — is the formation of an Employee Benefits Division within the Company providing an invaluable service to clients in a field which is absolutely vital to their business. This division brings under one department and rationalizes a variety of possible Insurances and Assurances, all to some extent interrelated and complementary one to another. These include:

Individual and Group Accident/Illness Insurance

Stated Benefits Insurance

Permanent Health ("Non cancellable" accident/illness) Insurance

Medical Expenses Cover

Life Assurance and Endowments

Individual Retirement Annuities

Group Pension and Life Schemes

etc., etc.

The new division ensures a comprehensive and balanced approach to these important aspects of business management and avoids possible overlapping or duplication.

Bowring handles a greater percentage of insured "Pension Schemes" than any other Broker in Zimbabwe and is thus well qualified and experienced to advise on these matters.

Human Endeavour

Always enthusiastic supporters of anything involving human endeavour, Bowring has been notable over the years for its involvement in several fields such as the Oxford and Cambridge annual rugby match for the Bowring Bowl, the Courage Trophy, and other activities culminating in the last two years in the remarkable Transglobe Expedition in which a team led by Sir Ranulph Fiennes together with his wife and another five men are attempting a first bi-polar circumnavigation of the world by land, sea and ice. Bowring is one of the four main sponsors of the Expedition and, in conjunction with Marsh & McLellan, has provided the Expedition with its ship, the "Benjamin Bowring", which set out from London in 1979, having been piloted down the Thames by HRH the Prince of Wales, and will return at the end of the Expedition in 1982 having travelled over 88 000 kilometres round the world by the time she returns to her moorings at Greenwich.

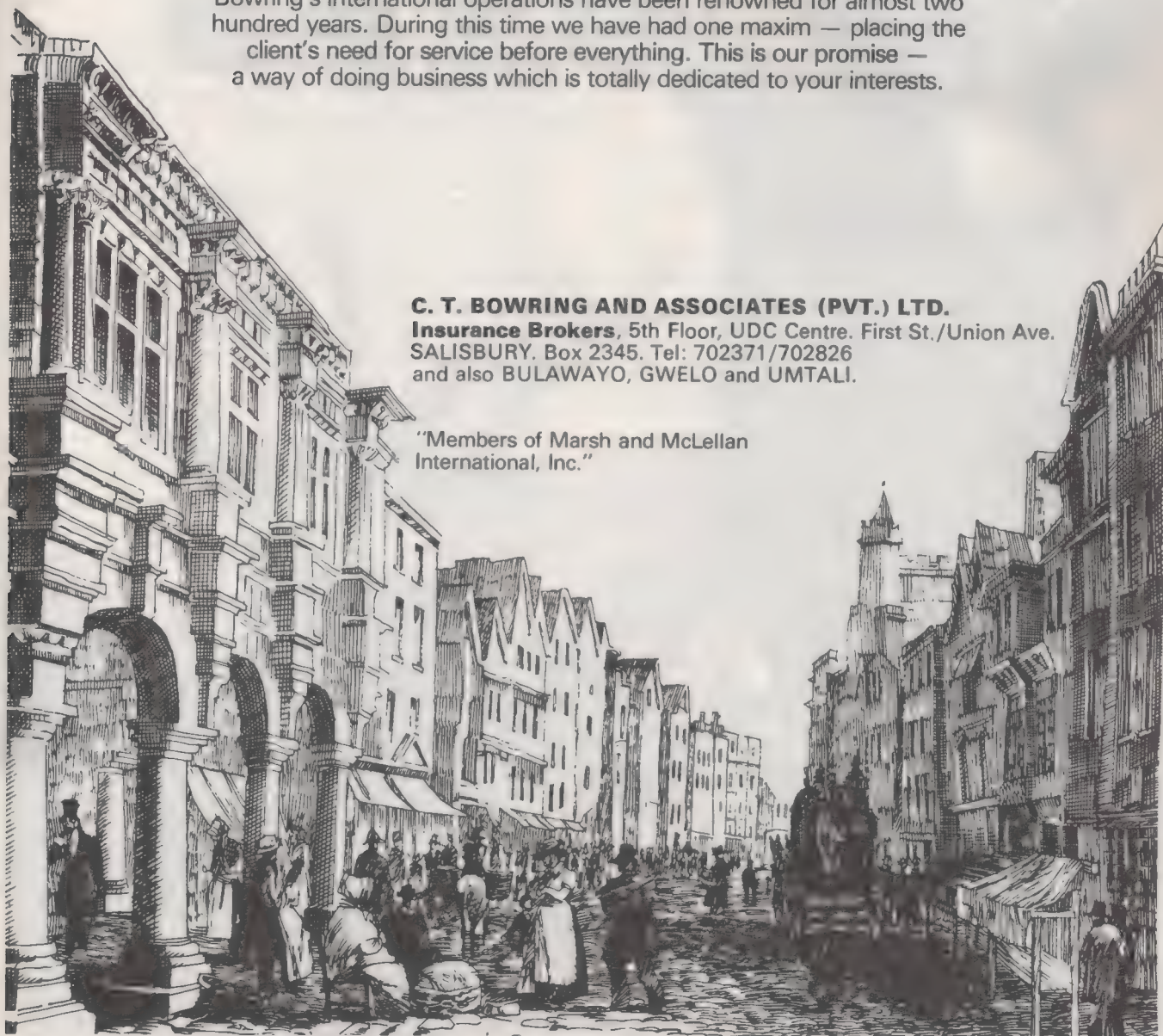
Bowring's international promise

Bowring's international operations have been renowned for almost two hundred years. During this time we have had one maxim — placing the client's need for service before everything. This is our promise — a way of doing business which is totally dedicated to your interests.

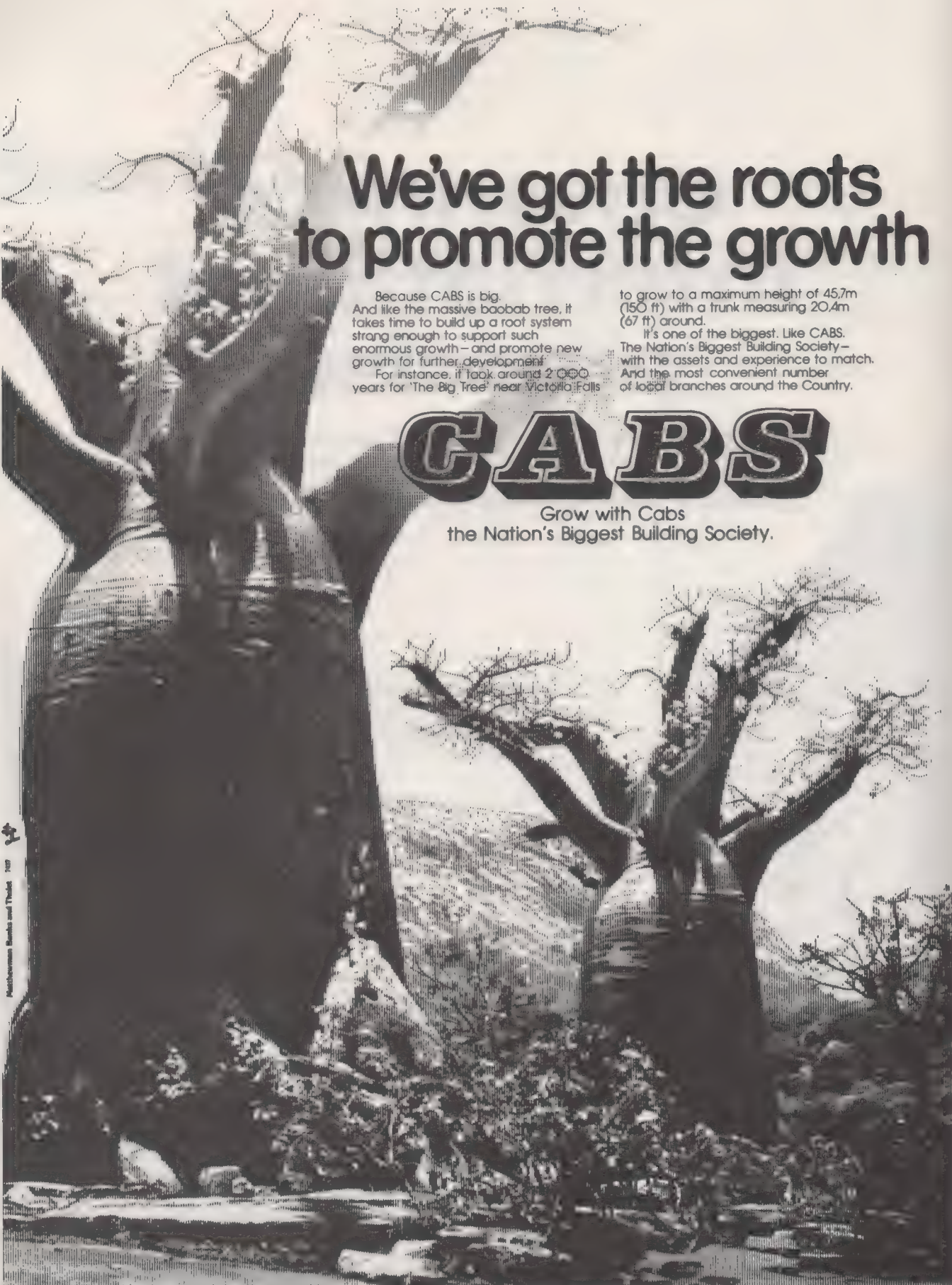
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SSC&B:LINTAS 2453



We've got the roots to promote the growth

Because CABS is big.
And like the massive baobab tree, it
takes time to build up a root system
strong enough to support such
enormous growth – and promote new
growth for further development.

For instance, it took around 2 000
years for 'The Big Tree' near Victoria Falls

to grow to a maximum height of 45,7m
(150 ft) with a trunk measuring 20,4m
(67 ft) around.

It's one of the biggest. Like CABS.
The Nation's Biggest Building Society –
with the assets and experience to match.
And the most convenient number
of local branches around the Country.

CABS

Grow with Cabs
the Nation's Biggest Building Society.

TAXATION

The Government's main sources of taxation revenue are Income Tax paid by individuals, and Sales Tax and Income Tax paid by companies — these three sources contributing nearly two-thirds of total government revenue. Total government revenue in the 1981/82 year is expected to reach \$1 347 million of which \$313 million will arise from income tax paid by individuals. Included in this is a surcharge of 15%, which also applies to income tax paid by companies. Company income tax is expected to reach \$258 million in the 1981/82 year, or 19,1% of the total.

A Pay-As-You-Earn scheme is used for the collection of income tax from individuals, while companies pay tax in two equal instalments on dates falling four months apart in the new tax year. The tax year runs from 1st April to 31st March, but the government's fiscal year runs from 1st July to 30th June. The Budget is usually presented in the second half of July each year when revenue estimates are presented in conjunction with estimates of government expenditure broken down by ministries. In addition, certain sums have to be provided for by law to provide for items such as pensions for civil servants, the service of debt and the repayment of borrowings. In the 1981/82 year, these constitutional and statutory appropriations are expected to total \$385 million. Expenditure by the ministries is expected to reach \$1 628 million, bringing the total expenditure for the year to \$2 006 million — which is an increase of 37% over the total for 1980. The difference between expenditure and revenue will be met largely through borrowings.

To meet part of the large increase in expenditure, sales tax was stepped up from 10% to 15% for durable goods and from 10% to 12% for other items on which sales tax is payable. The 1981 Budget also increased the duty payable on petrol from 19,6c a litre to 40c a litre. This increase was accompanied by a 5% surtax on all other import duties — and between them these changes are expected to increase revenue from duties by 136% to \$140 million. The basic rate of taxation for individuals and for companies remained unchanged, but a number of new taxes were introduced. Among these was a capital gains tax that became effective on 1st August, 1981, and is payable at the rate of 30% of the profit made on the sale of any marketable security or immovable property.

Other changes introduced in the 1981 Budget include a new 20% tax on foreign dividends received by Zimbabwean residents; a 20% tax on dividends paid to individuals resident in Zimbabwe by local companies; a 10% tax on the interest arising from loans to local private sector individuals, organisations and deposit receiving institutions and paid to non-residents; an increase in estate duties and a lowering of the threshold at which estate duty becomes payable; and a cut in the special initial allowance available to the business sector for capital expenditure, this having brought the allowance down from 100% to 30%. For mining companies, the allowances for depletion and current capital expenditure redemption are being withdrawn. From 1st April, 1982, mining companies will have

the option of claiming an initial allowance of up to 30% in place of the former 100%, and spreading the balance over the life of the mine. The former 100% special initial allowances to the commercial and industrial sectors will remain in force for those companies that carry out their investment plans in areas designated as decentralisation growth points.

The rates of taxation and the abatements available to individual taxpayers remained unchanged in the 1981 Budget, and the company tax rates remained unchanged. The former 10% surcharge payable by both companies and individuals was increased to 15% from 1st April, 1981.

The following table shows the rate of tax for individuals on each successive \$1 000 of taxable income:

INCOME TAX RATES 1981/82		
INDIVIDUALS		
Taxable Income	Married Taxpayers %	Single Taxpayers %
On 1st \$1 000	10	14
On 2nd \$1 000	12	16
On 3rd \$1 000	14	18
On 4th \$1 000	16	20
On 5th \$1 000	18	22
On 6th \$1 000	20	24
On 7th \$1 000	22	26
On 8th \$1 000	24	28
On 9th \$1 000	26	30
On 10th \$1 000	28	32
On 11th \$1 000	30	34
On 12th \$1 000	32	36
On 13th \$1 000	34	38
On 14th \$1 000	36	40
On 15th \$1 000	38	42,5
On 16th \$1 000	40	45
On 17th \$1 000	42,5	45
On the Balance of Taxable Amount	45	45
THESE RATES ARE SUBJECT TO A 15% SURCHARGE		

The major abatements available to individual taxpayers are \$3 000 for a family taxpayer, \$1 800 for a single person, \$500 for each child or wholly maintained unmarried person under the age of 21, the aggregate limits for all these being \$6 000 for a family taxpayer and \$3 600 for a single person. Further abatements of \$2 000 are available to blind or disabled persons and medical expenses incurred in excess of the first \$72 may be claimed in full. Contributions to medical aid societies may also be claimed and a maximum of \$360 may be claimed in respect of insurance premiums and benefit fund contributions. Contributions to approved pension funds up to a maximum of \$3 600 per annum are also tax deductible.

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Open a Savings Account with Founders today. You'll find we're your kind of people and what you invest with us every month just grows and grows. With Founders Building Society, your investments grow stronger every day.

Founders Building Society
Growing stronger every day.





Mr. Stanley Stuttard,
Managing Director
of Founders Building Society



Founders First Street Branch and Head Office in Salisbury

Founders Building Society

Efficiency is our strength.

Founders Building Society, which was established through the enterprise of Sir Albert Robinson, was registered on 12th February, 1954, and commenced business on 3rd May in that year.

The original members of the Board of Directors were Lord Robins, Chairman; Sir Albert Robinson, Deputy Chairman; Sir Keith Acutt; Mr H. N. Roper; and Mr Henry Tucker. Mr J. R. Petrie was appointed Manager.

Mr L. M. Cullinan and Sir Humphrey Gibbs were appointed Chairmen of the Salisbury and Bulawayo Local Boards respectively.

Founders, with its Head Office in Salisbury, has always been a truly national Building Society and has developed 18 branches and sub-branches and many agencies throughout Zimbabwe. It employs some 225 persons of all races.

From its beginning, Founders' aim has always been to provide a full range of building society services and firmly establish a name for security and friendly service. Local knowledge in each area where it is represented was considered most important, and at an early date local boards of directors were appointed and

branch offices built or purchased.

In consequence, the Society now owns premises in Bindura, Bulawayo, Fort Victoria, Gatooma, Gwelo, Marandellas, Que Que, and is currently building a new branch office in Umtali.

The Society commenced business with an initial capital of £100 000 and after only eleven months' operations the assets had increased to £1 million; and by the time the Society celebrated its 25th anniversary in 1979, the assets exceeded Z\$100 million. At the present time the Society's assets exceed Z\$130 million and its reserves are in excess of Z\$5,5 million.



Richard Ellis DUNLOP HEYWOOD

Richard Ellis is a long established firm founded in the quieter, less complicated days of 1773 when America was still a colony and the Bastille had not been stormed.

Over the years the increasing complexity of industry, commerce and finance has demanded, and created, new skills within the Partnership whilst multi-nationalism has required geographically wider services from the established real estate consultants. The need for closer international ties with Southern Africa became clear in the 1960s and in 1971 Richard Ellis formed an association with Dunlop Heywood, the first firm to open a Chartered Surveyors' service in Southern Africa. In the same year the Partnership opened an office in Salisbury to serve Zimbabwe and the surrounding countries.

Richard Ellis-Dunlop Heywood have created many of the real estate services that are now used regularly throughout Central and Southern Africa. It has also played a major role in setting high standards of professionalism in all aspects of real estate consultancy.

Together, Richard Ellis and Dunlop Heywood have spent time and effort in creating a total capability where specialists in all fields come together to provide a comprehensive commercial and industrial property service. International co-operation means that the partnerships can offer clients uniform standards throughout the world combined with the better co-ordination and implementation of research and the more effective management of human and physical resources.

Our professional consultants have played a significant part in both private sector and government property activities in recent years and are advisers to the majority of top companies in Zimbabwe.

SERVICES OF RICHARD ELLIS-DUNLOP HEYWOOD

- Valuation of land, buildings, plant and machinery
- Feasibility studies including the detailed analysis of individual properties as well as comprehensive development schemes.
- Project development including co-ordination of the design and building construction team.
- Property management, letting, collection of rents, payment of outgoings and periodic surveys.
- Portfolio management and asset analysis.
- Site selection including suitability, viability and marketability.
- Purchase and sale of commercial and industrial properties and investments.
- Selection of tenants and negotiation of rents and lease conditions for shops, offices, warehouses and industrial premises.
- Raising mortgage and other finance for commercial and industrial development and property purchases.
- General consultation on all real estate matters including current cost accounting, depreciation, investment, insurance, etc.

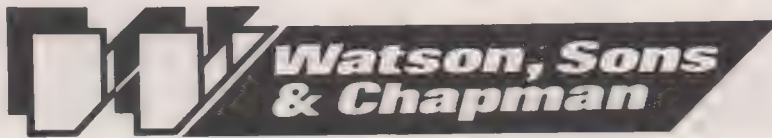
THE BENEFITS OF USING A PROFESSIONAL PARTNERSHIP

- The availability of highly skilled and experienced staff with diverse knowledge and backgrounds.
- The substantial resources of one of the world's largest and most widespread group of Chartered Surveyors and property consultants.
- A worldwide view of property with overseas offices capable of undertaking work in other countries.
- A professional approach unblinkered by dealing with one particular interest.
- A more efficient and specialised service at no extra cost to the client.

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**International Real Estate Consultants
Building, Plant & Machinery Valuers
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Property Centre 148 Sinoia St. cnr Stanley Ave., Salisbury. Telephone 703103



The Watson Property Report

by Ronald I. Watson

The main concern within the property industry at this present moment and certainly during the past 12 months has been that of rising costs. Having been insulated for a period of 14 years after U.D.I., we have now had exposure to international trends, and the declarations of some individuals that things have gone mad have no foundation whatsoever.

In fact, we are catching up. Demand for new representation, international companies, trade delegations and the like have created great demand for Salisbury's office space, and good office accommodation now commands anything up to between \$8,00 to \$11,00 per square metre and rising. These rates are bound to be maintained and possibly increased for there are few city central developments under way.

One result in this rise in rentals has been the great demand in Salisbury for office ownership of properties in the Zone 1D, immediately to the west of the city centre. This has created a professional area occupied mainly by Architects, Surveyors, Engineers and the like, and has greatly improved the appearance of the area as a whole. One restriction in this zone is the very low bulk floor area factor which does not encourage development but rather the refurbishing of existing premises. Shops are still in great demand, and rentals here also have escalated quite dramatically and all prime sites are quickly taken up. Blocks of flats are completely full and there are no voids. Rentals are rising in accordance with supply and demand.

The mortgage freeze at the time of writing has dampened the residential market but it is still possible to obtain a residential holding at 50% of the replacement costs, and as a result one must expect increases in the freehold value of good residential property.

The industrial market reflects a doubling of land values in Salisbury in the past 18 months. Again, there is little development due to the paucity of vacant land and construction costs.

Agriculture has shown a record production in all crops over the past year, although it has not been a good year for wheat; but the uncertainties still remain, reflecting a poor demand for agricultural properties as a whole. There is an excellent future for dairy farming and beef production. There has been an acute shortage of dairy produce due to the increase in local demand. A large aid programme has just been announced for our peasant farmers, and this is essential for the future wellbeing of our country.

The Bulawayo market has not been affected over the last 12 months and prices remain as last year, and generally the demand is at a lower level than those in the Salisbury area. In both areas there is one common factor, and that is little or no demand for vacant residential land due to the availability of improved properties at a much lower cost than resultant development would create.



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when you need her**

The sort of inconvenience that really makes office life hell.
At Philpott & Collins, we're all there. Everything in the way
of office sales and service. Under one roof. To help you get all
you need to run your office more smoothly.
Efficiently.

Cost-effectively.

Office and all purpose printing machines from Rotaprint.
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copiers. Hasler Franking machines. Sterling office furniture.
All you require in the way of stationery.

We boast a total office servicing. With a specialised
after-sales service for all the leading names we have just
mentioned. Plus the famous Philpott and Collins
Package Deal to make life more convenient for you.



philpott & collins

(1978 (PVT) LIMITED)

Salisbury

Bulawayo

Gwelo

Think of us as your second secretary



Miss Mildred Gweshe, former receptionist and now buyer for Philpott & Collins, shows a range of their products, including stationery, desk, typewriter, offset printer and plain paper copier



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A totally Zimbabwean owned and managed company, Philpott & Collins are leaders in the field of office furniture and equipment. Being specialists, they hold a substantial market share in all areas of their operations.

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Philpott & Collins offer a full range of office requirements backed by a service department for after-sales service and enquiries. Operating in urban and rural areas, they are distributors in line with Government policy; and spread goods, service and expertise throughout the country.

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Speedyprint operations in Bulawayo and Salisbury are the experts in duplicating and paper usage.

The three furniture showrooms allow customers to view a comprehensive and stylish range of desks, chairs, filing cabinets, stationery cupboards, paper trays, and more; and Philpott & Collins are proud to be able to suitably furnish any office, top to bottom, from that of an administrative clerk to that of a top executive.

Philpott & Collins are active proponents of in-house training for staff and consumers. A special feature of their service is instruction to those customers who need to know how to use the sophisticated office equipment that they buy. Training programmes cover all levels of instruction, from technician refresher courses, to supervisors, to senior management. The emphasis is, however, on technical training in order to up-grade staff.

People involvement matters at Philpott

& Collins, and staff at all levels of employment are encouraged to feel an integral part of the company, thus reaping the rewards of their individual efforts.

Pension schemes, uniforms, recreation and a modern canteen are all provided to create satisfaction amongst employees; but most important is the share participation scheme whereby all employees with five years' service receive 100 free shares and benefit through profit participation in the form of dividends. On top of this, a bonus is paid on the net company profit. Already 15% of the 190 workers at Philpott & Collins hold shares in their company; and it is intended that such a scheme will give the employees a sense of identification and belonging and a desire to be involved. Furthermore, and as a result of such involvement, productivity is increased.

Philpott & Collins strive forward and look to the rapidly developing future of Zimbabwe with enthusiasm.



The Institute of Personnel Management of Zimbabwe

**For Training
For Management
For Co-ordination**

**P.O. Box UA 336, Union Avenue, Salisbury, Zimbabwe.
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The Institute of Personnel Management of Zimbabwe

During June 1981, the Institute of Personnel Management of Zimbabwe was privileged to receive a visit from Mr. John Crosby, Vice President of the British Institute of Personnel Management. During a short address at an evening function, he said "It has been my experience that in any country where there is a strong Personnel Management Institute, our profession enjoys a high reputation and standing. Where such a professional body is weak or non-existent, then the general standard of management is poor at best". He went on to say that, when he looked at the Institute, he knew he would find a strong, dedicated body of practitioners who had both professional and national interests at heart. "This is exactly what I did find."

Early Days

How, then, has this come about; and what are the intentions of the Institute of Personnel Management of Zimbabwe for the future?

Twenty years ago, in 1961, a group of active Personnel Managers formed themselves into a Personnel Panel with a view to exchanging ideas on common problems, and to provide training for aspiring Personnel Officers. Humble

beginnings, indeed — but these worthy people formed the nucleus of the highly professional machine that is today the Institute of Personnel Management of Zimbabwe.

The original informal group established a National Council of Personnel Management in 1965, and this council had branches in Salisbury, Bulawayo and Umtali. It was not until eight years later, in July, 1973, that the decision was taken to set up a full-time office with its own permanent staff in Salisbury. This decision was taken and made effective because of a continuing growth of membership and a desire on the part of the Institute to play a more meaningful role in both the development of professional Personnel Management, and in national development.

Incorporation

On 1st November, 1974, following well attended meetings of personnel professionals in both Bulawayo and Salisbury, the Institute of Personnel Management of Rhodesia, as it was then known, established close links with its South African counterpart, and became known as the Rhodesia region of the Institute of Personnel Management (Southern Africa). While still maintaining its own autonomy, the Institute in this country was able to benefit greatly from wider fields of expertise in many more areas than were possible from purely local resources.

Training courses, film material, publications, literature and lecturers were all available to our national Institute, and between 1975 and the early part of 1981 provided an invaluable pool of knowledge to Personnel practitioners in Zimbabwe.

New Direction

The year of 1981 has proved to be yet another milestone year in the history of Personnel Management in this country. Changes are being made that are not only political — although politics have undeniably played their part — but that also represent a "growing-up" of Personnel professionalism in Zimbabwe. The political changes naturally stem from the granting of Independence to the nation. However, it must be recognised that, with the granting of Independence and the re-acceptance of the nation into the world community, Personnel Practitioners in this country can now cast their net for gathering up-to-date

information on personnel practices and procedures over a far wider area.

In a statement made by the President of the Institute of Personnel Management of Zimbabwe, Mr. A. J. Black, in July, 1981, he said, "We (The Institute) will now carry out our affairs nationally and internationally. We will continue with our Intermediate Diplomas, our Advanced Diplomas, and our Certificate in Personnel Administration, together with other courses we run as a result of members' needs.

"We have been in contact, in our own right, with other associations, such as the Institute of Personnel Management of the United Kingdom, The Industrial Society, The British Association for Commercial and Industrial Education, The International Federation of Training and Development Organisations, The World Federation of Personnel Management Associations, and Technical Education and Training for Overseas Countries.

"The response we have had has been good. This means we have a wider base from which to operate, thus giving our members more up-to-date information on personnel practices and procedures, new training techniques — in fact, sufficient material to give us what amounts to a whole new beginning."

Future Developments

One of the most exciting activities with which the Institute of Personnel Management of Zimbabwe associates itself strongly is a training course, operated by the University of Zimbabwe, and known as the Executive Development Programme. The course, which covers a 10-month period, is designed to provide the new executive with all the tools he needs to become totally effective in commercial, industrial and public sector activities. Subject to certain requirements, stipulated by the Department of Business Studies of the University, this course will be widened in 1982 to become a full and part-time course, leading to the granting of a Master of Business Administration Degree.

The role of the Institute of Personnel Management of Zimbabwe is not, therefore, just to follow trends set in other parts of the world, but to be innovators in their own right, and to lead Personnel development in the interests of individuals, organisations and the nation.

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